

THE INTERNATIONAL  
*Teamster*  
DEDICATED TO SERVICE

MARCH 1959



## NEW TRENDS IN TRANSPORT

- CONTAINERIZATION
- AIR FREIGHT
- DROP-SHIPMENT

Teamsters Salute . . .

# Vermont



VERMONT, "The Green Mountain State," was briefly named "New Connecticut" but the present name was adapted from "vert" (green) and "mont" (mountain). More than anything else, it is a beautiful mountain state, famous for summer vacations and winter sports.

Settled in 1724, it was, in 1791, the first state to join the Union after the original 13 colonies. Ethan Allen and his Green Mountain Boys captured Fort Ticonderoga in our first aggressive act of the Revolutionary War. Its constitution of 1777 was the first to forbid slavery and establish universal manhood suffrage. It was the first to make constitutional provision for a state system of education.

Primarily an agricultural state, dairying is important and hay is the leading crop. Its turkeys are in market demand. Over 200,000 gallons of Vermont maple syrup are produced annually.

Stone quarrying is a solid Vermont industry; its marble and granite are among the world's finest. In 1948 the state produced more asbestos than any other state.

With an area of 9,609 square miles, it ranks 42nd in size; its 1950 population of 377,747 ranked 45th. The capital is Montpelier, the motto "Freedom and Unity," the state bird the Hermit Thrush.

The roads of Vermont are both picturesque and functional, serving the state in commerce and its visitors on summer motor vacations and en route the winter ski slopes, some of the world's finest.

The International Teamster happily salutes Beautiful Vermont!



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Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Vol. 56, No. 3                      CONTENTS                      March, 1959

Vice Presidents Get New Duties .....	4
Board Studies 'Drop Shipments' .....	7
Puerto Rico Report .....	10
'Containerization' .....	12
Air Freight—Pan American Victory .....	14
What Proposed Legislation Would Do to Unions .....	16
Mob Violence Flares in South .....	23
'Operation Relocate' .....	25
Western Conference Maps Policy .....	27
Garnishment—An Evil We Must Fight .....	28

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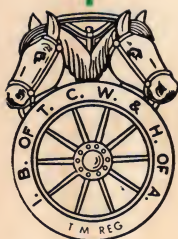
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# FROM *the* FIELD

## **Hoffa's Report Impresses Member**

"I WAS TREMENDOUSLY impressed with President Hoffa's report of stewardship during the past year (February issue) and especially, the tone of not retreating one inch now or in the future," declares James A. Romanoff, Local 261, San Francisco.

"I was also quite impressed with the article regarding the rehabilitation of so many ex-convicts via the various local offices of our union. Certainly the first step that they must take is to get a job. I feel that the roles our International and locals have played in this regard has served to prove to one and all that our union means it when it uses the term, 'dedicated to service.'"

## **California Driver Irked with McClellan**

"THE GREAT White Father from Arkansas and his gang will settle for no less than the utter destruction of this great Brotherhood of Teamsters and shackling the labor movement in America. What has taken us 50 years to gain, the great Emancipator of the South, McClellan and his committee, would take away with a stroke of a pen if they could," a Local 860 rank-and-filer asserts. The San Francisco member tells this story:

"In the February issue was an article titled 'Ex-Convicts in Union.' I belong to Teamster Warehouse Local 860 which is a militant, aggressive, progressive local.

"Nine years ago I was classed as an alcoholic with no future. My drinking led me to prison, but because Ted White (Local 860 secretary) went out of his way to help and advise me, today I have

everything to live for. I shall always be grateful to the Teamsters, Ted White and the officers of Local 860.

"I have not had a drink now for nine years. I am not proud of my past, neither am I ashamed. I met a lot of good men in prison, just a chain of circumstances behind each case. So, Mr. Hoffa, all I can say to you and men like you, is God bless you and give you the courage and strength to face the great task ahead of furthering the economic lives of the working men and women of America.

"I trust that this program of assisting men who have been in trouble will continue. It hasn't become a crime to help people. You may be interested in knowing that since my release from prison, while being assigned to a temporary job, I met and married as fine a woman as God created, and I can assure you that Bob Kennedy, McClellan, etc., were not responsible for this."

## **'Praise in Order' Says Boston Teamster**

"YOUR REPORT in the February issue brought me up to date on several issues I was not quite sure about," says Edward J. Kenney, Local 25, Boston. "Until I read every page, there was little doubt in my mind in regards to what was going on in our International Union, with all the investigations, etc. But after reading the president's report, and the report of Mr. John, our secretary-treasurer, I am convinced a little praise is in order.

"I also wish to extend to Father Charles Dismas Clark my admiration for his work in helping the men who served time in prison. Without the help of some good-

hearted people, none of us would get very far.

"When the McClellan Committee ends its investigation in regards to President Hoffa's administration, they will not only find out they have wasted the taxpayers' money, but they will also sit up and take notice that the high standard way of living in these United States can be traced directly to the good wages and working conditions obtained by the union members of the Teamsters.

"The McClellan Committee should remember this famous slogan and grow up: 'You can fool some of the people some of the time but you can't fool all of the people all of the time.'"

## **Teamster Wife Stands by IBT**

"MY HUSBAND and I stick up for you and our union against all friends and our own families whenever they talk against unions, especially ours," recalls Mrs. Leone L. Wilson of Lakewood, N. J. "We still remember a short 18 years ago that Jim went to work for a trucker at a flat \$35.00 per week, no overtime pay at all. He ran Philadelphia, Atlantic City, and Long Island, in turn, and left the house at 6:30 every morning and never walked back in the house at night till 10, and later in stormy weather.

"He worked six days a week and slept all day Sunday to rest up. Our two older children hardly knew him as he left long before they woke and were asleep hours before he got home. He averaged 80 hours and longer, for \$35.00. Now he averages about 55 hours a week, same outfit but a new boss the past twelve years, and he made over \$8,000 last year.

"We now own a 12-room home, feed nine children very well, only the oldest is out of school and paying his own way. The teachers at school all remark at how well dressed the children are and my daughter, who is a senior, tells her civics and history teachers, every chance she gets, that being a Teamster makes it possible for her father to do so well by his large family.

"We're all happy Dad is a union member. We're behind you. Don't worry, even if every newspaper and TV in the U. S. A. is against you."

## The Sad State of Labor

**T**WO MAIN themes occupy the labor commentators today—the prospects for labor legislation and the success of Teamster organizing drives.

In relating the two, the labor haters have finally shed their pretense and given expression to what has been their real concern all along.

During its two years of diligent effort to discredit the labor movement, the McClellan Committee attempted to create a climate in which the passage of severely restrictive legislation would be easy. This committee tried to imprint upon the public mind the vague notion that “racketeering” is characteristic of all labor activity and that laws restricting the legitimate activities of unions will somehow get rid of racketeering.

As far as I know, racketeering has always been outlawed. There are national laws and laws in every state that prevent misdeeds and provide punishment for the wrongdoer. So this is not the issue in the present legislative controversy.

All one need do is to watch the public statements and the debate on the question of labor legislation. One legislator is trying to outdo the next on the issue of how many restrictions may be placed on labor’s right to organize and to win decent contracts.

Lately, the anguished cries have not dwelt so much on the so-called, phony “corruption” issue. Now the cries are simply, “stop the Teamsters.”

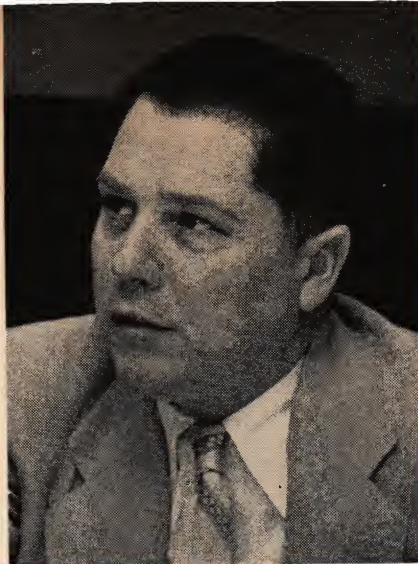
Senator Kennedy says publicly that his bill would “put Hoffa out of business.” Other senators jump on the bandwagon by saying “the Kennedy bill does not go far enough.”

Kennedy says his bill will outlaw what he calls “black-mail picketing.” Secretary of Labor Mitchell, trying to gain support for the Administration proposals, gives the whole thing away when he warns that the Kennedy picketing provisions will actually do serious damage to labor’s legitimate rights to picket. “Blackmail” picketing has always been outlawed.

Through it all, the Teamsters are proving in cold statistical figures that the American working public has not bought the fakery of the McClellan Committee. We are continuing to achieve sizable organizing successes because we have been able to win decent wages and conditions for workers who need help.

We won over the Brewery Workers in Tampa. We won over the Machinists in a system-wide election at Pan-American Airways. We are winning in Puerto Rico, and we are discussing Teamster membership with thousands of Oil Workers at Eastern Standard Oil who have previously had an independent union. These victories are being duplicated all over the country, and the labor haters are becoming more frantic. Now they talk, not about corruption, but about what they call “the Teamster drive to control and ruin the economy of the country.” What they really mean is that they are scared stiff by the prospect of workers having an effective say-so about their economic destiny.

In all the controversy, George Meany and a few other top officials of the AFL-CIO are playing a strange role for labor representatives. They are supporting the Kennedy bill, which is not much different from the Administration bill so far as it goes. Yet, nowhere have I seen a responsible AFL-CIO official call attention to the extremely dangerous provisions in the Kennedy bill which establishes the Secretary of Labor as a dictatorial “czar” over the labor movement. These provisions are discussed at length in this issue, beginning on page 16.



Nowhere have I seen a responsible AFL-CIO official warn against the vague generalities in all of the labor bills, which open the way to vicious prosecutions because the bills are not specific enough to outline clearly what is intended and what is not intended. Labor officials who have experienced the history of how loosely-worded laws are used to harm labor are ill-advised, to say the least, to back such laws now.

We were never elected by our members to sell out labor by agreeing to legislation that can destroy the American labor movement.

At the same time, Meany and other top AFL-CIO officials have found themselves in the peculiar position of opposing efforts to organize the unorganized, particularly in Puerto Rico. There they are talking about chartering a federal truck drivers local to defeat our efforts to organize workers, although there are many other jurisdictions in which they could well spend their time and talents if they really had the taste for tough organizing campaigns. It is a sad situation which will do more harm to the ideals and traditions of the labor movement than it will to the Teamsters. We can take care of ourselves.

No one knows what kind of legislation ultimately will come out of the Congress. From present indications, however, whatever law is finally passed will be so loosely-worded and vague that anti-union prosecutors will be able to find many loopholes to severely hamper the cause of labor.

We will not be hurt as much as other unions by any law that is passed, because workers will continue to turn to the Teamsters’ Union for strong representation in obtaining the best in wage gains and contract provisions. Despite the false charges, “corruption” is no issue in our union. Otherwise, we could never have survived the last two years of assault.

The tragedy is not what law is finally passed. The tragedy is that lies and false propaganda have been able to help achieve it. A smoke screen of “corruption” charges has been used to obscure the real effort to weaken unions in their economic function. And some labor officials, with one eye on the headlines and the other on their reputations, have lost sight of the American worker and his needs, at a time of the most concentrated attack upon organized labor in its history.

Fraternally yours,



## More Service, Efficiency

# V. P.'s Assigned New Duties

**N**EW assignments were given to the 13 Teamster Vice Presidents at the quarterly Executive Board meeting in Miami Beach at the end of February.

President James R. Hoffa announced that the Board had unanimously adopted a program giving each vice-president new authority and responsibility for assigned territories to speed up action on important situations and increase service to the membership.

### A First for Union

"For the first time in our union's history," Hoffa said, "the International vice presidents will have authority outside of the Executive Board meetings.

"By assuming responsibility for their assigned territories, they will be on the spot to try to solve contract disputes, impending strikes, or other matters of importance to the membership.

"This new system will relieve some of the tremendous burden on the

general president's office and make for a more efficient operation throughout our union," he said.

Each state or territory will now be under the direct responsibility of one of the vice-presidents, working through the conference chairman to the president's office.

"In the past," the general president

explained, "we would find ourselves in a situation where it would take several days or a week to find out the details on some problem in our union. Meantime, the members might be suffering from a strike that could have been settled or an internal dispute that could be ironed out with the use of a little common sense.

### 'Specific Territory'

"Under the new program, each vice-president within each conference will have a specific territory and it will be his responsibility to stay on top of all situations which might develop in his territory. Locals will report their difficulties directly to him. In this way, when the International officers want a first-hand report on some problem, one of our vice-presidents will be right on top of the case and we will have our answers within hours."

President Hoffa said that official notice would be sent to all local unions and joint councils outlining in detail the procedure to be followed under the program.

### Board Photo

Impressive photograph above shows entire General Executive Board in session at Miami, Fla., during the union's annual mid-winter meeting. From left are Vice Presidents Backhus, Conklin, Tevis, O'Rourke, Mohn, Miller, O'Brien, Flynn, Brennan, Conklin, Diviny and Mock. In foreground from left are General Secretary Treasurer John F. English, General President James R. Hoffa, and President Hoffa's Executive Assistant, Vice President Harold J. Gibbons.



## Top Security in Labor

# All Stewards Now Bonded

**F**OLLOWING upon its action last September in bonding all employees at all levels of the International Union, the General Executive Board in its February meeting voted to extend bond coverage to all elected and appointed shop stewards.

Stewards and all others handling union dues money or other finances are now covered by Lloyds of London security bonds, thus assuring the membership of the highest level of fund security ever achieved in the trade union movement.

The new action covers 6,700 stewards in the amount of \$1,000 bond for a total premium cost to the International of \$7,650 over a three-year period.

The amazingly low premium rate is due to the excellent risk record established by the Teamsters Union through the years, General Secretary-Treasurer John F. English pointed out.

In its previous action, all paid employees of the union at all levels were bonded in the amount of \$30,000, for

a total three-year premium of \$69,247.50

This premium was less than that which the International, area or state conferences, joint councils and all the locals combined were previously paying for limited coverage. Before this action was taken, only secretary-treasurers and other key officials directly responsible for the handling

of funds were bonded, and average coverage amounted to \$10,000.

In that case, too, the low premium rate was based upon the extremely low risk record on loss of union funds. Actuarial figures have thus put the lie to smears and innuendos put forth by the McClellan Committee in a failing effort to discredit the Teamsters Union.

## Approve Sears Strike Action

The General Executive Board granted authority to President Hoffa during its mid-winter meeting in Miami Beach, to approve economic action against three Sears Roebuck locations in support of the worker's demands.

"This means," said Vice President Murray W. Miller, who is coordinating the national Sears organizing effort, "that if local unions find it necessary to strike Sears to secure improved wages, hours and conditions of employment for their members, the General President can approve this action."

Reporting to the General Executive Board, Miller announced that the tempo of the Teamsters' National Sears Council's nationwide organizing drive "has exceeded all expectations."

Miller said that one Sears operation in the East, one in the South and one in the Mid-West comprise the three Sears locations where strike action may become necessary.



Edward Bennett Williams, General Counsel for the International Union, tells Teamsters' Executive Board that a motion for stay of District Court Judge Letts' order involving the

Board of Monitors case has been filed with the United States Court of Appeals. Williams also brought the General Executive Board up to date concerning other legal actions.

### *Vice President Assignments*

Territories assigned to the International Vice Presidents at the recent Executive Board meeting are as follows:

#### **EASTERN CONFERENCE**

Thomas E. Flynn—Eastern Conference territory, with direct supervision in Eastern Canada.

John J. Conlin—New Jersey (with assistance from V. P. O'Rourke).

Harry Tevis—Western Pennsylvania, West Virginia.

John O'Rourke—New York, New England states.

John B. Backhus—Eastern Pennsylvania, Maryland, Virginia, Delaware,, North and South Carolina.

#### **CENTRAL CONFERENCE**

John T. O'Brien—Assisting the chairman, President Hoffa, in the Central Conference territory, with direct supervision in Illinois, Wisconsin and Iowa.

Owen B. Brennan—Michigan, Ohio, Indiana and Central Canada.

Gordon R. Conklin—Minnesota, North and South Dakota, Nebraska.

Harold J. Gibbons—Executive assistant to President Hoffa, with direct supervision in Missouri and Kansas.

#### **SOUTHERN CONFERENCE**

Murray W. Miller—Southern Conference territory, all states.

#### **WESTERN CONFERENCE**

Einar Mohn—Western Conference territory, with direct supervision in Western Canada, Alaska and Hawaii.

Joseph J. Diviny—Northern area of Western Conference.

George Mock—Southern area of Western Conference.

### **Choice of IBT By Workers Upheld**

Shortly after Schlitz Brewery workers in Tampa, Florida voted in an NLRB election to be represented by the International Brotherhood of Teamsters, the losers, the AFL-CIO Brewery Workers, filed objections to the election with the Regional Board.

The AFL-CIO, which utilized the McClellan Committee's smear attacks against the IBT during the pre-election period, entered a half-dozen or more objections based mainly on a contention that organizing leaflets and statements made by Teamster organizers during the campaigns were unfair.

#### **Opinion Set**

After hearing the AFL-CIO protest, Harold A. Boirs, Regional Director for the Board's Twelfth Region, handed down this opinion:

"I find that there is insufficient evidence that the Teamsters did, during the pre-election campaign or during the 'last few days' of the campaign, engage in such conduct as is forbidden by the Board's decisional rules. Accordingly, there exists no justification, under the Board's rules, for setting the election aside."



## DAIRY LOCALS MEET

### *Executive Board Studies 'Drop Shipments'*

A NATIONAL committee representing Teamster sales drivers went before the General Executive Board last month to discuss the growing problem of drop-shipment deliveries to chain stores.

The committee was named as a result of discussions by dairy locals in the Eastern and Central States in late January.

Headed by Ray Schoessling of Chicago, representing the National Brewery and Soft Drink Division, and William A. Lee of Chicago, representing the National Bakery Division, the committee told the Executive Board that the system of "drop-off" delivery of fluid milk and other commodities to chain stores' warehouses will virtually put the small dealer out of business and decimate union ranks in every city of 100,000 population.

#### **To Name Panel**

The Board went on record authorizing President Hoffa to name a panel to make a thorough study of the development and report at a future meeting.

The committee pointed out that such a program of warehouse deliveries has serious ramifications not only for the milk and bakery driver, but for such crafts as beverage, beer, ice cream, produce and others.

Schoessling, who is president of Joint Council 25 in Chicago, warned that the system of warehouse delivery by chain stores threatens the very existence of home delivery and retail service to the public.

He also pointed out that "if these chain stores are successful in this program, putting small dealers out of business and creating a monopoly,

they will up the price of the commodity to the public."

#### **Dairy Conference**

In another area, the dairy conference meeting in Chicago took up the question of the dating of milk and milk ordinances. Panel chairman John Kelly of Local 584, New York City, reported that five New York metro-



Dairy Conference leaders greet representative of Assn. of Milk Dealers Inc. during Chicago meeting prior to a discussion on collective bargaining. From left are Eugene Hubbard, Conference chairman; Thomas Haggerty, secretary of Local 753; speaker Thomas Gilmore; and Frank Gillespie, secretary, Local 754.

politan milk locals were already resisting the abolition of the dating of milk in that city. Discussion leader August Burnier of Local 754, Chicago, outlined practices in that city.

Growing out of the discussion was a report advocating that all milk unions make a survey of health regulations in their area and draft a model ordinance, if one is not now in effect, placing a legal maximum limit, not to exceed 48 hours after the day of pasteurization, on the sale of all milk, for the preservation of quality and service to the public.

The group also went on record as opposing every-other-day pick-up of bulk milk at the farms and insisted on daily pick-up. All locals were urged to resist vigorously any liberalization of the existing dating requirements.

The effect of automation on inside dairy personnel was discussed by Otto Debs, Local 754, Chicago, and Charles Spieckerman, Local 603, St. Louis, which raised the suggestion that the possibility of a shorter work-week for inside workers be studied.

General President Hoffa said that "drop shipment" must be studied further by the International Union."

He said that it presents to the Union a series of complex problems which affect Teamster members.

"We intend to make a complete survey of this new move toward pick up and delivery automation," Hoffa pointed up. "When we have the facts, we will move in the direction that will best meet the problems of our members surrounded by or involved in this situation."



Howard L. Haynes discussed area agreements with Conference delegates. Norman C. Murrin of Local 364 is at right.

### National Kraft Committee Named



Shown above is the National Kraft Foods Committee which is coordinating dairy locals' efforts to formulate positive program at Kraft Foods Co. Power of attorney has been given to 17-man Kraft Committee. Committee action will be subject to ratification of Kraft employees.

Dairy locals in the Eastern and Central states moved toward coordination of efforts in late January as the Mid-States-East Coast Dairy Conference met in Chicago.

Some 142 delegates from Teamster dairy locals in 18 states agreed unanimously to participate in a National Kraft Foods Committee and grant power of attorney to the 17-man national committee to formulate an effective program at Kraft Foods Co., subject to ratification by Kraft employees.

Organizer Lewis C. Harkins was named by President Hoffa as National Kraft Coordinator, to head a committee of four representatives from each of the four area conferences.

Also in the dairy field, Central Conference negotiators were successful in reaching the first area-wide agreement with Car-

nation Milk Co., providing wage increases up to 70 cents per hour over a five-year period to achieve equalization. Earlier agreements had been won at Beatrice and Fairmont Foods.

In a discussion of area agreements at the Chicago meeting, Howard L. Haynes of Local 783, Louisville, Ky., pointed out that "since 1945, the advance in truck transportation plus the refrigeration of trucks has made it possible for milk processors to deliver and merchandise their dairy products as far as 500 miles from the situs of the processing.

"With big companies acquiring and merging with smaller companies, the small local dealer and his operations are becoming more and more antique. This is how the area-wide agreements have spread."

### Labor Board Annoyed By Stalling Tactics

The National Labor Relations Board has taken a firm stand against employers who attempt to stall off representation elections by refusing to provide information concerning their business.

Obviously annoyed by such tactics practiced by an increasing number of employers in recent years, the Board ruled unanimously that from now on it will automatically declare jurisdic-

tion in all cases where employers refuse to furnish information requested of them.

Moving the Board to action was a petition by Teamster Local 79 which charged Tropicana Products of Bradenton, Fla. with stalling tactics and refusing to furnish the NLRB with information needed to determine whether the Board would assert jurisdiction over a representation election.

## IBT Gains in Construction Wages Top Industry Average

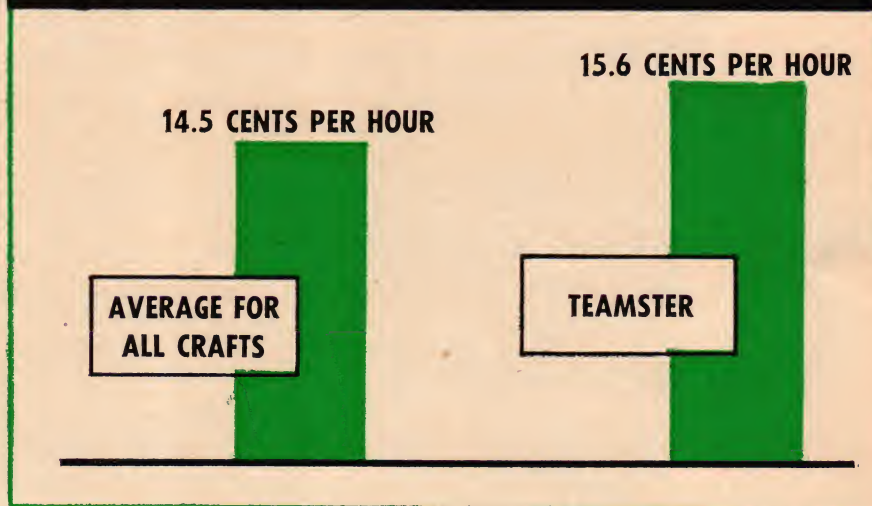
Teamster wage settlements in the building trades industry showed an increase in 1958 although the all-crafts average showed a decline.

The ability of the Teamsters to negotiate increases in this industry during a depression period was shown when drivers in the construction industry won an average increase of 15.6 cents per hour, compared to an average hike of 14.5 cents in 1957.

Average for all crafts in the industry showed a decline from 16.1 cents in 1957 to 14.5 cents in the 1958 settlements.

Out of 13 crafts included in a survey just completed by the IBT Research Department, the Teamster ranked second highest, exceeded only by the 18.6 cents average increase negotiated by the International Brotherhood of Electrical Workers. All other building trades unions scored smaller gains last year than in 1957.

### CONSTRUCTION INDUSTRY AVERAGE WAGE INCREASES IN 1958



## Florida Teamster Local Wins Biggest Victory in Concrete Industry by 63-13 Vote

When Florida workers join the Teamsters' Union because they are tired of being pushed around by management and want a decent standard of living, big business spokesmen wring their hands and "bitterly" complain that Florida industry is "imperiled."

A case in point is the recent NLRB election involving Acme Concrete Corp. employees in South Florida.

### Three-Year Struggle

After a bitter three-year struggle by Local 290 to secure through collective bargaining union wages, hours and conditions of employment, Acme workers overwhelmed management threats and intimidation by voting 63 to 13 for the Teamsters.

**Dave Frechette, president of Local 290 called the election "our greatest victory."**

**Management said—"There's crepe hanging in the industry here today."**

Frechette retorted: "There is more 'crepe' to come. The results of this election clearly illustrate that workers here are ready to stand up and fight for what they and their families are justly entitled to—livable wages and fair working conditions. Now

we are ready to organize the rest of this industry."

The Teamsters gained their first organizational toehold in Florida's concrete industry by organizing employees

at Maule Industries, the state's largest plant.

### Raised Wages

"At Maule," Frechette said, "the union raised worker's wages from \$1.35 per hour to \$1.85, and next year they will be receiving \$2 per hour. We will do the same for our new members at Acme."

## Laundry Union Wins Elections; AFL-CIO Urges 'No-Union' Vote

The Laundry, Dry Cleaning and Dye House Workers' International Union recently won three NLRB election victories deep in the heart of the anti-labor South despite the AFL-CIO's unprecedented action of urging workers to vote non-union.

"I still find it difficult to believe that any American labor organization could stoop that low," said Ralph T. Fagan, General President of the Laundry Workers' International. "But, the AFL-CIO did."

"In all three elections, AFL-CIO organizers urged the workers to vote 'no-union' after all of their efforts to recruit enough signed bargaining cards to place them on the ballot failed," Fagan revealed.

Fagan said that AFL-CIO representatives were turned down by outside and inside laundry employees in Jackson, Mississippi; Raleigh, North Carolina and Louisville, Kentucky, where the Laundry Workers' International Union won the right to represent over 1,000 workers.

"This action, of course," declared Fagan, "reflects the true, selfish attitude of these so-called labor people who would rather see workers in the laundry industry placed at the mercy of often unfair employers if they resist the dictatorship of the AFL-CIO and vote for the labor organization they want to represent them."

Contract negotiations in behalf of the International Union's new members are currently under way.



**T**HE PRESIDENT of the AFL-CIO and anti-union forces in Puerto Rico teamed up last month to head off big Teamster wage gains on the island.

As the effective Teamster organizing campaign continued to enlist new workers and win big wage gains, the AFL-CIO Executive Council, meeting in San Juan, issued a federal local union charter in the Teamster jurisdiction.

**IBT President James R. Hoffa** promptly labeled the AFL-CIO federal charter as "a charter of convenience to maintain low wages on the island" and declared that "this is the first time the AFL-CIO has issued a company union charter."

The Teamster Executive Board, meeting at the same time in Miami Beach, immediately voted to provide the necessary money and manpower to carry the IBT organizing drive to a successful conclusion.

Hoffa announced that "we were also given the authority to subsidize

strikers in Puerto Rico in the event we have to get into an economic fight to achieve decent conditions. We will see that the worker there does not get starved out."

Heavy opposition to the Teamster drive from various sources stemmed from major successes in negotiating improved wages and conditions.

#### Win Gains

In one contract covering approximately 100 workers, Teamster negotiators improved wages from a level of 95 cents per hour up to \$1.60 per hour over a one year period. The contract also improved previous conditions of two paid holidays and two weeks paid vacation by winning seven paid holidays, a \$2.50 per week health and welfare clause paid by the employer, and a vacation schedule of two weeks after one year and three weeks after 12 years of employment.

In contracts at two other companies, Teamster representatives negotiated wage increases of 20 cents

per hour in a one-year contract, with six paid holidays instead of two, health and welfare, and a \$2 per month employer contribution to a charitable foundation administered by labor, management and public trustees.

During the AFL-CIO Executive Council meeting, top labor officials and others played to the press gallery by parroting McClellan Committee charges against the I. B. T.

President Hoffa retorted by charging that certain individuals are "trying to impress the worker that the only way to expand the economy of the island is to have poor wages, poor conditions, and poor people."

He said that "the AFL-CIO was pressured by publicity and by others outside of labor to try to head off the I. B. T. campaign. If this is a challenge, we accept the challenge. We will step up our campaign."

But, he said, he welcomed a stepped-up campaign by all unions in Puerto Rico because "it is healthy for all workers. We are out for the employees, not the employers or anyone else."

Despite dispatches from a few reporters to the contrary, Governor Luis Munoz Marin told a press conference that he welcomed the Teamsters and all other unions which would help to raise the living standard of the Puerto Rican worker.

Hoffa made it clear that "we welcome assistance from all who are interested in improving the lot of the



**Aerial view of San Juan.**

Puerto Rican worker. However, anyone who opposes our campaign will have to abide by the decision of the workers."

The Teamsters Union won representation rights at three more companies during the week the AFL-CIO joined the attack. Last week, they won two more elections.

Hoffa also emphasized the fact that, while the Teamsters would fight off attempts by the AFL-CIO federal local to invade Teamster jurisdiction on the island, the I. B. T. "will organize unorganized workers and we will not raid legitimate unions."

There are an estimated 12,000 truck drivers and warehousemen on the island who fall within Teamster jurisdiction.

Joseph Curran, president of the AL-CIO National Maritime Union, opposed the federation's action in chartering a federal local in the Teamster jurisdiction there, warning that the Teamsters might interpret this as an invitation to fight elsewhere in the United States.

But Hoffa announced that the Teamsters would maintain their policy of cooperation at the local level wherever possible, while at the same time vigorously opposing AFL-CIO efforts to invade I. B. T. jurisdiction in Puerto Rico.

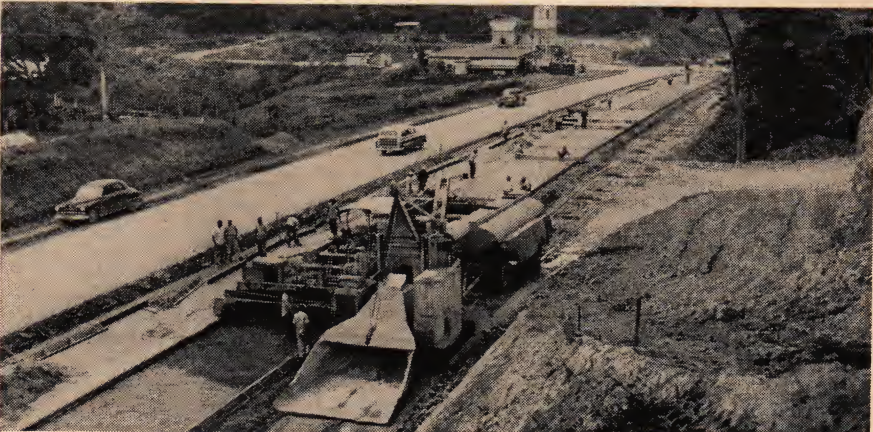
One of a number of new trade schools established in the Island's cities is shown here. Vocational training is long range project of Puerto Rican Government. INSET: Eighty-four-year-old lady listens to educational organizer describe effort to help through community education.



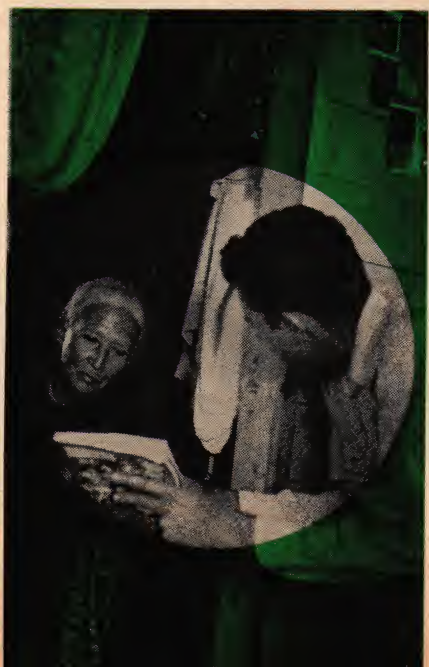
**School problems in Puerto Rico are many. Union organization can do much to improve and assist Island Government in stamping out scenes like the one above.**

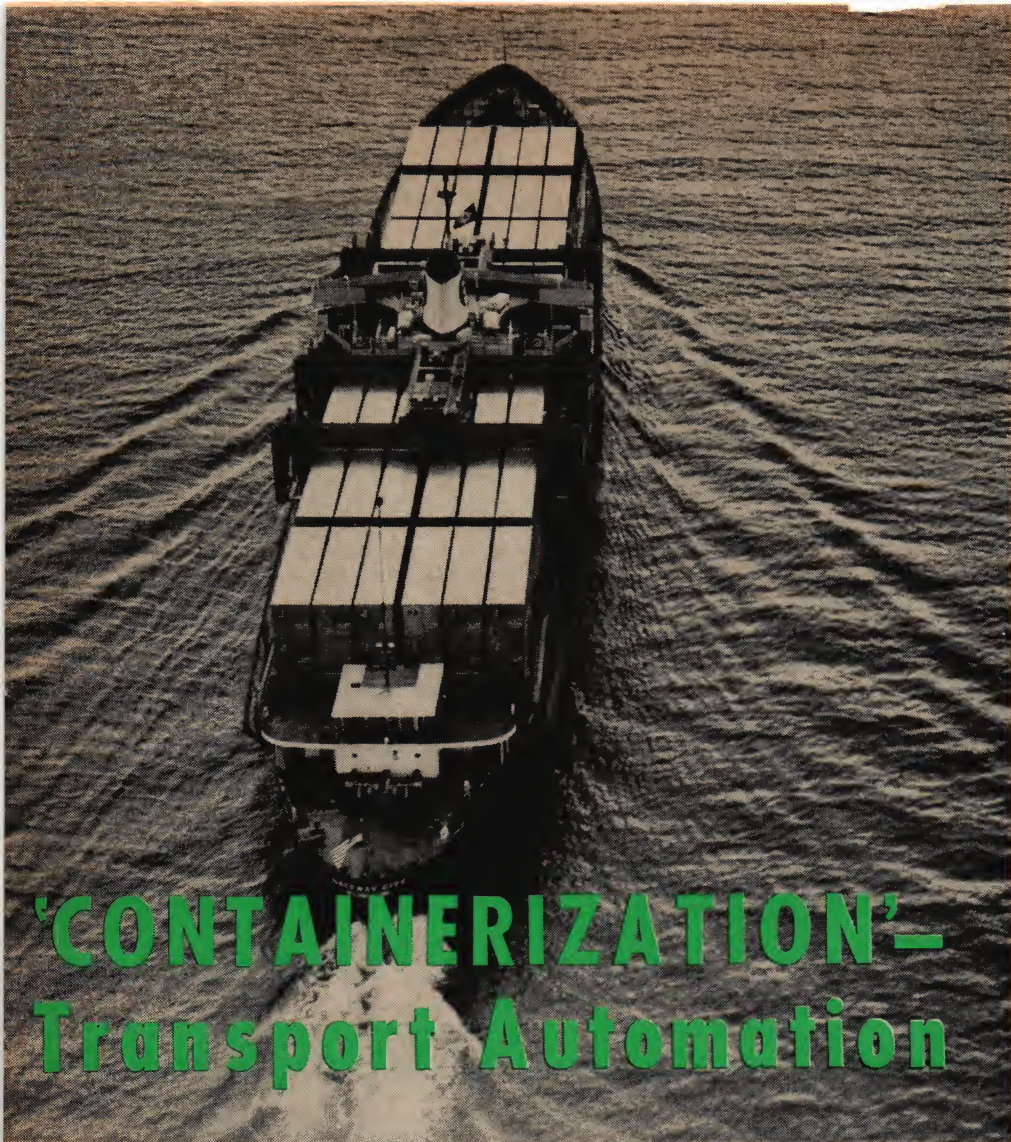


**Public health and improved hospital facilities are other areas in which Puerto Rico is making some needed progress. Above is the new General District Hospital.**



**Construction is Puerto Rico's heavy industry. Road building alone will account for over \$38,000,000 this year. Teamster jurisdiction covers much of industry.**





## 'CONTAINERIZATION'— Transport Automation

**ABOVE:** Fully loaded trailership moves through Florida waters bound for East Coasts with 9,000,000 pounds of freight.

**BELOW:** Shipboard crane eases 50,000-pound trailer from truck-tractor unit to be placed in container cell on shipboard.



**"CONTAINERIZATION"** is a big word with even bigger implications in the field of heavy transport. It represents an area of automation in which Teamster Union members have a vital interest.

Basically, containerization means "packaging" loads in units, which can be comparatively small boxes or full-sized vans, to be moved to their destinations by two or more methods of transport.

"Piggy-back" and "fishy-back" became familiar words in freight-movers' vocabularies several years ago. As the technique of containerization is developed, more descriptive phrases are being added.

One of the latest is the Trailership operation, devised by Pan-Atlantic Steamship Lines.

Pan-Atlantic first tested the roll-on, roll-off technique of moving containers, but found many disadvantages, according to a company spokesman. For one thing, there was the problem of avoiding a dangerous list during loading operations. Unloading, too, could be a problem when a desired

trailer might be fourth or fifth in line on the ship.

To overcome these problems, the company spokesman said, the Trailership technique was developed. In this operation, loaded vans are trucked alongside the ship, lifted by crane and deposited in hatches in one maneuver.

The company claims this system has reduced time in port by 80 per cent and slashed the required stevedorage by 25 to 1. It also claims big reductions in pilferage and breakage of cargo.

Sweeping effects of this type of transport automation can be measured in the steamship line's claims that one stevedore can load 500 to 600 tons an hour, compared, for example to an average of 9 tons an hour in the port of Los Angeles. Moreover, the company says a crane operator and a rigger can do the same work which formerly required a crew of at least 25 men.

Another advantage claimed for Trailership is that loading and unloading can be accomplished virtually at the same time. Cranes lift an outgoing box from ship to truck.

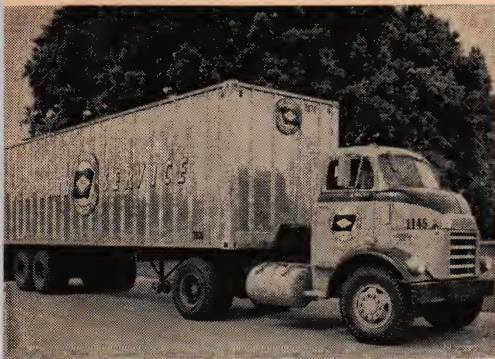
Trailership capacity is 228 loaded containers of 50,000 pounds each, set up in container cells which are six trailers wide and five deep. Refrigerated containers must be placed on deck due to ventilation problems, but Pan-Atlantic reports it is working on below-deck ventilation, employing fan and exhaust systems which will enable Trailerships to take on a full capacity of refrigerated containers. Thermo-Kings and other "reefer" units, which normally use propane, are kept operating by the ship's diesel generator.

Another recent development in the field of containerization is the Flexi-Van system. At present this operation is confined to truck-rail operations, but the developer predicts that soon the company will be producing 17- and 35-foot containers for shipboard transport.

With the Flexi-Van operation, a fully-loaded trailer can be transferred to a specially designed railway car by one man in four minutes. It is then transported by rail and retransferred for truck delivery.

Main advantage of Flexi-Van over earlier methods of "piggy-backing" is that it is a side-loading system, eliminating time-consuming switching operations and making it usable wherever there is truck access to a railroad siding.

# Piggyback Has Lost 'Newness', But None of Its Problems



Pan-Atlantic semi-truck and trailer gives no evidence of its sea-going abilities. From trailership, van will use highways to Midwestern cities.



Truck unit is relieved of its 35-foot trailer on apron of dock. One man can load 500 to 600 tons an hour, using techniques of transport automation.



Near loaded trailership prepares for sea while fore-and-aft cranes top-out above deck containers. Ship transports both dry and refrigerated trailers.



In the photo above a fully loaded trailer called Flexi-Van is about to be transferred from road equipment to railroad flatcar. The rails call this type of an operation piggyback. Truck spokesmen say that it is a marginal operation with low gross profit. Rails are investing millions in this type of service.

The transport of truck trailers via railroad flatcars, commonly referred to in the trade as piggyback, is not new. In 1884 the Long Island railroad carried a few loaded farm wagons to the East River, reaching a business peak of 75 wagons by 1890. By 1892 piggyback rail shipments had declined to less than ten wagons daily, and early in 1893 the rails abandoned the operation.

Today, truck and rail spokesmen are gazing into their crystal balls in an effort to determine if modern piggyback operations are due for the same short span of life. Since both factions are engaged in direct competition with one another, their determinations do not agree. There are some areas, however, in which they do agree.

## Big Volume Needed

Truckers, for instance, admit that the rails have made great strides in piggyback transportation, and have, in some parts of the country, used this facility as part of their own operation. "But," say the truckers, "railroads need big volume of traffic to realize adequate profits. They do not have this now, and are not likely to have it in the future."

Truck operators sustain this thinking by pointing out that age-old prob-

lems of piggybacking are back at the old stand haunting railroaders. They say that despite rail-piggyback advances of the last few years, interline is still complicated. They point up that the railroads still admit that it is uneconomic for them to offer this service for runs under 400 miles.

## Less Than Bright

Lost and unused trailers also presents a real problem to the railroads in their piggyback service, notes a large Mid-West truck carrier, "Couple with this the lack of standardized equipment, high cost of terminal and lost time in switching and you have something less than a bright picture."

Railroads, themselves, seem to have some misgivings concerning piggyback. Said the Railway Age magazine:

"Most traffic people . . . are more aware than most other railroad men are of the serious difficulties to be overcome in connection with this service. Some of them, indeed, see in truck-on-freight-car a mechanism which might crack existing tariff structures wide open, bringing about wholesale diversion of existing rail traffic to trucks, and exerting strong pressure to reduce rates on all traffic remaining on the rails. These misgivings deserve careful attention as do the legalities and technicalities of the entire subject."



## Air Freight Drive

# Teamsters Win Pan American Election

The Teamsters' Union scored its first organizing victory in its announced organizational drive involving airline ground crews February 25 when 530 out of 789 Pan American World Airways stock clerks cast their NLRB ballots in favor of the IBT.

Terming the election victory as "terrific," General President James R. Hoffa expressed great gratitude that Pan American workers have seen fit to become affiliated with the Teamsters.

### Only the Beginning

"The system-wide election results at Pan American have opened the way to a successful organizing campaign in this industry," Hoffa said. "This victory is only the beginning. There will be more and they will come soon."

President Hoffa gave great credit for the election's outcome to what he

described as the "untiring work of our organizers in the field."

"They did an outstanding job and are to be congratulated for it," he declared.

### Negotiations Planned

Hoffa said that a new labor agreement covering 861 Pan American employees will be negotiated on a system-wide basis, probably in Washington, D. C. or New York City. The new Teamster members will affiliate with the Teamster local union in their respective area.

The National Mediation Board, which supervised the election and the counting of the ballots, is expected to certify the results officially within two weeks.

The Board's ballot tabulation found that the Teamsters' Union received 530 votes, the International Associa-



tion of Machinists 218, the Brotherhood of Railway Clerks, 18, the Transport Workers' Union 12 and the ILA, one.

Commenting further on the election, President Hoffa said:

"The victory at Pan American has put the IBT on the threshold of a new and exciting organizational challenge," Hoffa said. "With new cargo-type aircraft already on the drawing board, it is only a question of time until containerization leaves the sea and becomes airborne."

### Conversion Scheduled

He said that with the jet age assuming full command of passenger air travel, DC-7's, 7-B's, 6's and 6-B's are scheduled for conversion and will soon be transporting freight to every corner of the world.

"This means U. S. airlines will be able to transport general freight for 3½-cents per ton mile, and will move more directly in competition

with land and sea carriers," Hoffa pointed out.

The General President said that the International Union's interest in air freight is one of union organization which applies basically to warehousing, trucking, loading and unloading and allied phases of the air freight industry.

### Continental Members Score Big Gains

Some 600 newly-organized employees of Continental Baking Co.'s Morton Frozen Foods Division, Crozet, Va., have won a three-year agreement termed the outstanding contract for that type of work in the Eastern Conference.

Wage hikes were so substantial for these production workers in the frozen fruit and meat pie industry that the Morton plant in the "right-to-work" state of Virginia is now nearly 100% Teamster. The employees are represented by Local 539, Winchester, Va.

The IBT won an N.L.R.B. election at the Morton plant by a vote of 365 to 213, following an intensive organizing campaign conducted by the Eastern Conference, Joint Council 83 in Richmond, and Local 539. The local now has more than 625 Morton employees signed to membership and checkoff cards.

Securing of the new contract came about 10 months after a similar first contract was signed for 45 over-the-road drivers at the Crozet plant. The drivers' contract is based substantially on the current Virginia over-the-road agreement.



Negotiating 539 contract at Morton plant in Crozet, Va., were (from left): Sidney Carpenter, W. R. Kitchin, company officials; W. N. Swiggett, 539 secretary-treasurer; Joy Mason, union staff; Earl Perkins, 539 president. Standing are James Blakey, plant manager; John Hartigan, ECT; and Ernest Rickman, 539 B.A.

### Hoffa Answers Collins

Florida's Governor Collins got "terribly" upset when he learned that the Teamsters' Union had won a system-wide representation election at Pan American Airways involving the airline company's stock clerks. Letting his anti-labor sentiments show a bit, he made this statement to the press:

"I wish Hoffa would stay out of Florida."

The IBT Chief Executive's comment on the Governor's statement was quick and direct.

"I don't think Collins can talk about Hoffa unless he is talking about the Teamsters' Union,"

Hoffa said. "When he speaks of the Teamsters' Union he is talking about the workers in Florida. In my opinion, he should worry less about Hoffa and more about the workers of his state.

"The Governor of this state knows full well of the great gulf that exists between wealth and poverty in Florida. This should be of great concern to Collins, but apparently it is not.

"If he would take action at the legislative level to enact decent minimum wages in Florida, he would not have time to worry so much about unions."

### Louisiana, Washington Teams To Play in National Contest

It may end up before the McClellan Committee, or it could take a strange twist in the National AAU basketball tournament in Denver.

It all began in a regional AAU tournament in Baton Rouge, La., when the McDonald Scots—highly regarded independent team which holds a victory this year over Denver-Chicago, champions of the National Industrial Basketball League—lost the final game of the regional meet which decided which team would gain a National AAU tournament berth.

McDonald Scots fell victim to the hot shooting of the Baton Rouge Teamsters, no less.

With the Teamster Team bound for the national tournament, speculation ran rampant, with the possible meeting of the Teamsters and the Denver-Chicago Truckers, should the bracketing work out that way.

#### Case History

In the area of labor management relations, Teamsters and Denver-Chicago have had harmonious relations and have been at odds. The Teamsters have struck, the D-C outfit has locked out, disputes have gone before grievance machinery and arbitrators.

Possibilities resulting from a meeting of the D-C team—tournament favorites—and the Teamster basketball crew range from an ordinary basketball game to referees having to decide whether or not to cross a picket line. Referees could end up as arbiters or conciliators, and possibly Bobby Kennedy, chief counsel for the McClellan Committee could be an interested spectator.

Teamsters will be in evidence in another team in the tournament, as members of the Buchan Bakers, of Seattle. They are, when not dribbling a basketball, driver-salesmen and members of Teamster Local No. 227, in Seattle.



*(The TEAMSTER presents this special report on pending legislation in the belief that at no time have the real dangers to the labor movement been adequately expressed in discussion on the proposed bills.)*

**T**HIS session of Congress is over-run with a rash of labor-reform bills, one attempting to out-do the other, in a so-called effort to "save the labor movement from itself." These self-appointed Solons of Salvation pretend that they know "what is good for labor." They know "what standards and procedures should be imposed upon labor for its own good." They know "what the eligibility requirements for holding union office shall be" and "what constitutes adequate procedures in the conduct of a union election," etc.

In short, the underlying philosophy of all the well-intentioned, as well as the out-and-out union-busting bills, can be summed up as follows: the government's judgment must be substituted for the workers' judgment in the following areas both in terms of procedure and substantive policy:

- 1) Union Finances
- 2) Conflicts of Interest
- 3) Corrupt Labor-Management Practices
- 4) Trusteeships
- 5) Union Democracy

One thing these bills have in common is the assumption that the Federal Government must regulate the internal affairs of labor unions through top-down administrative controls, under the direction of all-powerful "Labor Czar." The difference is in the degree of control to be exerted by, and the discretion delegated to the Secretary of Labor.

Representing three major approaches to this problem, the Kennedy-Ervin Bill, S. 505, the Eisenhower-Goldwater Bill, referred to as the Administration Bill, S. 748, and the McClellan Bill, S. 1137 are competing for position and attention in the Congress.

## **Top-Down Totalitarian Controls**

All of this proposed legislation is a basic departure from the philosophy of both the Wagner Act and Taft-Hartley, which are predicated upon the principle that the Federal Government should encourage the free association of men and women, in concerted activity, for mutual assistance, through representatives of their own choosing.

# **What Proposed Labor**

With the advent of the Wagner Act, a free labor movement was encouraged to organize and issue charters, in accordance with which by-laws governing the basic rules of the organization were democratically adopted by the membership.

The proposed bills seek to circumscribe the freedom of choice vested in the workers by our national labor policy, and substitute the judgment of a "labor czar" for that of the workers in basic areas of self-determination. This proposed legislation proposes to transfer vast authority presently vested in the membership of a labor union, to the unlimited discretionary power of the Secretary of Labor.

These bills would substitute the government's judgment for the workers' judgment in three major areas:

- 1) Establish basic standards under which the International and Local Union must operate as a condition for its continued existence.
- 2) Authorize the Secretary of Labor to countermand the choice of the majority of members in their choice of a representative, if he has a criminal record; if he has violated any section of the Act; if union funds might have been used in support of his candidacy; if he should be convicted of any crime in the future.
- 3) Promulgate rules and regulations by the Secretary of Labor, which must be complied with, irrespective of the wishes of the membership; violations of which are subject to criminal penalties.

## **Legislative Standards**

The Kennedy and the Administration Bills provide legislative standards with reference to Elections, Trusteeships, Reporting & Disclosure. The McClellan Bill and the corresponding Barden Bill, introduced in the House, go even further in establishing standards pertaining to individual rights and procedures for the enforcement of those rights.

The three bills require certification that the legislative standards prescribed by law have been incorporated into the Constitution and By-laws of the labor organization. This, in practice, is not even done in the case of corporations. There is no requirement in any of the corporation laws of this country that necessitates periodic reports of compliance with the procedures established in the Articles of Incorporation, nor as a practical matter is state approval of these procedures anything more than formal, since the actual procedures were drafted by the organizing group prior to the formal certification.

Finally, within the area of *incorporation* of legislative standards, we find that the requirements imposed by these bills on labor organizations are far more rigid and uniform than any legislative standards imposed upon corporations. In fact, the corporation statutes, today, permit great latitude in permitting the incorporators to establish the basic standards of operation.

Failure by an International or Local union to incorporate these legislative standards into the Con-

# Legislation WOULD DO TO UNIONS

stitution and By-laws of the union may result in extremely serious consequences.

All three bills require that the labor organization file certificates of compliance with the Secretary of Labor reporting in detail the incorporation of procedures into its Constitution and By-laws.

Failure to comply with this requirement may result in serious criminal sanctions. Under the Kennedy Bill, failure to comply with Section 304 (a) will result in the imposition of a fine of \$10,000 or imprisonment for not more than 1 year or both. However, under the Administration and McClellan Bill there are criminal penalties as well as even more serious sanctions to be invoked against the International or Local labor organization.

Failure by a labor organization to secure a certificate of compliance shall result in a deprivation of the following privileges:

1. Shall not continue to be certified or recognized as a representative of any employees by the NLRB or any other department or agency of the government.
2. Shall not be eligible to file an unfair labor practice charge under section 10 (b) of the NLRA.
3. Shall not be eligible to file with any department or agency of the government any other charge, complaint, or petition as a representative of or on behalf of any employees.
4. Tax exemption privileges of a labor organization or any trust in which it is interested shall be denied during the period of non-compliance.

The Administration Bill, Section 408 (c) also provides that a labor organization, not in compliance with the certification requirements of the Act, shall be denied access to the National Labor Relations Board, other government agencies and tax exemption privileges under the Internal Revenue Code 501 (a) and (c) (5).

**It is abundantly clear from the foregoing that the incorporation requirements place in the hands of the government, life and death power over a labor union and its officers. This means that irrespective of the wishes of the majority of members of an organization, either in the Local union or in the International, survival dictates compliance with the judgement of the government.**

In all three bills, the Secretary of Labor may circumscribe the will of the majority of members by depriving their elected representative of the right to hold union office under any one of the following five conditions:

1. Where union funds have been used, *in the opinion of the Secretary of Labor*, to promote a person's candidacy for union office.
2. Where a person has been convicted of violating any section of the Act.
3. Where the *Secretary of Labor* has determined that an individual has violated any section of the Act.
4. Where any person has been convicted of any crime and is ineligible to vote in any state because of such a conviction, or a person has been convicted of a series of enumerated felonies and *in the opinion of the Secretary of Labor* should not be permitted to hold office.
5. Where, hereafter, a person is convicted of any crime.

## Restrictions on Candidates

The difficulty in enforcing this ban lies in differentiating activities that are normal to the operations of the union, and activities strictly in the class of electioneering. Does enforcement require the Secretary of Labor to supervise the editorial policy of the union newspaper which might be supporting one of two candidates? The union newspaper is supported by union funds, and the editorial support for the re-election of the president of the union might be banned as "electioneering."

Take the case of the local union whose delegates are instructed to vote for a particular candidate, and the expenses of the delegates are paid out of the local union treasury. Would such an expenditure, which is normal in every trade union operation, be banned as "electioneering?" What about the union official who travels around the country on union business, and entertains officers and stewards of various local unions, as part of his official business. Is this electioneering? Since civil and criminal sanctions are involved, this would place unreasonable restraints upon normal activity of union officials. This would not be living in a fishbowl. It would be existing in a strait jacket.

**Under all three bills, any conviction such as, for violating the picketing proscriptions, would be sufficient to deprive an officer of his union office for a period of at least five years. Thus these bills would not only outlaw legitimate trade union activity, but also would outlaw legitimate trade unionists.**

Insofar as legitimate trade unionists and trade union methods are outlawed, to that extent, the real outlaw steps in to fill the void. He does not need the picket line or the secondary boycott to get a "sweetheart" contract. The racketeer uses less genteel and more direct methods.

While these bills "hamstring" the legitimate labor leader, no provisions exist requiring the "racketeer" to file a report and disclosure under any of the bills proposed. Under Taft-Hartley, such a racketeer can serve as a representative under the definition provided in Section 2 (4) of the Taft-Hartley Act. Such an individual may petition the Board to represent the employees of the employer in a given unit.

It is clear from this section that an individual may be certified as a bargaining representative and need not act in the capacity as officer of a labor organization. Yet all three bills fail to cover such individual and exclude him from the requirements of the Act. Thus, the framers of this legislation have given the "racketeer," and his "outlaw" associates, the out that they need to avoid the proscriptions of this legislation.

Under all three bills, the Secretary of Labor is delegated the power to remove a union officer from his office *upon the determination of the Secretary of Labor* that he has violated a section of the Act. These bills make an unintentional violation sufficient basis for removal by the Secretary.

**The personal responsibility section creates an assumption that any individual that has signed a statement has full knowledge of all the contents of that statement and therefore assumes full responsibility**



*All After Labor's Scalp*

for the truth of the statements contained therein. This means that a union officer may be removed for signing a financial report containing an unintentional error which was made by the accountant in preparing the report.

The possibility of committing such error would be great, since each union officer would be required to submit anywhere from three to as many as seven or eight long detailed reports in the course of a single year.

### ***Criminal Sanctions***

The Secretary's determination that a person has violated the Act, and is therefore barred from union office for at least five years, is even more severe than a criminal sanction. It is a deprivation of a person's right to a livelihood with little or no likelihood of transfer to a related field. It is a severe sanction against the membership since it deprives them of their choice of representation. This type of penalty is not only out of proportion to the "crime," such as, a possible technical violation of reporting, etc., but also, one that may be imposed without any of the due process protections afforded in a judicial proceedings.

Any person who has been convicted of certain crimes enumerated in the Kennedy Bill, and determined by the Secretary of Labor to be unfit to serve as a labor union officer, or any person convicted of any crime under the Administration and McClellan Bills who is ineligible to vote in any state for conviction of such a crime, may not serve as a union officer.

The Kennedy Bill gives the Secretary of Labor power to pick and choose between men who have been rehabilitated, who have paid their debt to society, and in whom the membership invested authority of representation.

The requirement that such determination be made after a hearing, with notice to public officials, in the form of public disclosure of the individual's past criminal record, goes contrary to all the rules of rehabilitation as practiced by federal and state parole boards, as well as private social agencies. A man's past should be kept in complete confidence so that he may be given a maximum opportunity for rehabilitation.

Under the Administration and the McClellan Bills, no person may serve as a union officer during any period in which, by reason of such person's conviction of any crime, such person is ineligible to vote in any election held under the laws of any state. Strictly construed, this would mean that a person would be ineligible to vote under the laws in any state of the union. Therefore, he

would be barred from union office for an indefinite period.

Take the case of an international organizer who has been assigned to Texas and has been convicted of violating its anti-picketing ordinance, which in Texas is a felony. In Texas he is deprived of his right to vote, although this would not be a felony in any of the other forty-eight states or the District of Columbia. Under the provisions of the Administrative Bill, he would be deprived of his union office indefinitely.

Under the McClellan Bill, a union officer would be deprived of his union office by the Secretary of Labor for conviction of any crime in the future. It should be noted that under all three bills, *the application of law is retroactive*, since the Secretary of Labor is authorized to remove and deprive a person from holding union office for any crime of which he has been convicted in the past.

This is class legislation at its worst. There are no similar restrictions for holding office in a corporation, in government, or in any other voluntary association. There are numerous instances of successful businessmen who have risen to the top of the business or profession after rehabilitation upon release from prison.

There are many cases in government, most notable of which is that of the late Governor James Curley, who was convicted of a crime and then reelected to hold high public office by his constituents. These restrictions upon the right to hold office are aimed at the jugular vein of the labor movement. They seek to intimidate, coerce, and remove from positions of responsibility, the elected representatives, democratically chosen by the rank and file.

### ***Blueprint for 'Labor Czar'***

The foregoing analysis will demonstrate that the vesting of unlimited discretionary authority in the hands of the Secretary of Labor, giving him powers of life and death over Local unions, is inconsistent with a free labor movement and a free society.

We have used the word "Labor Czar" advisedly. This is why:

Under the Kennedy Bill, the Secretary has the *sole discretion and ultimate authority* to decide which union with less than 200 members and an income of less than \$20,000 annually shall be covered by the detailed, burdensome requirements of the Act.

There is no judicial review provided for the action of the Secretary. There are no standards by which he may choose to exempt one union and not another. There are

no procedures provided for investigations affording due process protection to the local union in the event the Secretary conducted an investigation to determine whether or not an exemption should be granted.

**To give the Secretary the power to exempt local unions in this category is to give him the power to draw the noose tightly or loosely with respect to all labor organizations, or tightly as to some and loosely as to others. In any event, it is he who controls the noose, and it is not difficult to visualize how the noose would be controlled with reference to any union which may become a political target.**

Even more serious than the specific itemization of reporting required by the Act, are the additional requirements the Secretary of Labor may prescribe with reference to reporting by any labor union, which include the following:

1. The Secretary of Labor may issue, amend and rescind rules and regulations describing the form, content and publication of reports required to be filed by the Act. Thus, the Secretary is delegated unlimited rule-making power to require additional information beyond that prescribed by the Act. If the Secretary of Labor wished to harass and destroy a local union, he may require such detailed itemization and information so that a Local union would be in the hands of accountants and lawyers in order to comply with the requirements of the Secretary of Labor.
2. The Secretary may also prescribe the conditions under which a person must keep records and accounts as required under Sections 101 and 103. If the Secretary wishes to harass a Local union he may prescribe conditions which would require it to maintain a certified public accountant, an elaborate set of books, etc which would not be in keeping with the means or needs of a small organization. However, the Secretary of Labor has the sole and unfettered discretion in prescribing the method of keeping records. The Secretary has additional power

to conduct investigation and hearings on probable causes of violations under the Act.

There are still other areas where the Secretary of Labor has unlimited discretionary power. He has sole discretionary authority to prescribe by general rule simplified forms of reports for labor organizations or employers for whom he finds that a detailed report would be unduly burdensome. Again there are no standards here by which the Secretary of Labor shall make these determinations. What is "unduly burdensome?" Which employers and which labor organizations shall be exempt from filing the detailed forms?

What may be unduly burdensome in a particular industry may not be unduly burdensome in another. Size is not necessarily the criteria. Much may depend upon the conditions of operation of a particular business. Should the Secretary of Labor have power to pick and choose between competitors, harass and unequalize their competitive position by granting a simplified form to one group or member of a group and not to another? May the Secretary of Labor discriminate as between two labor organizations, granting a simplified form to one and not the other?

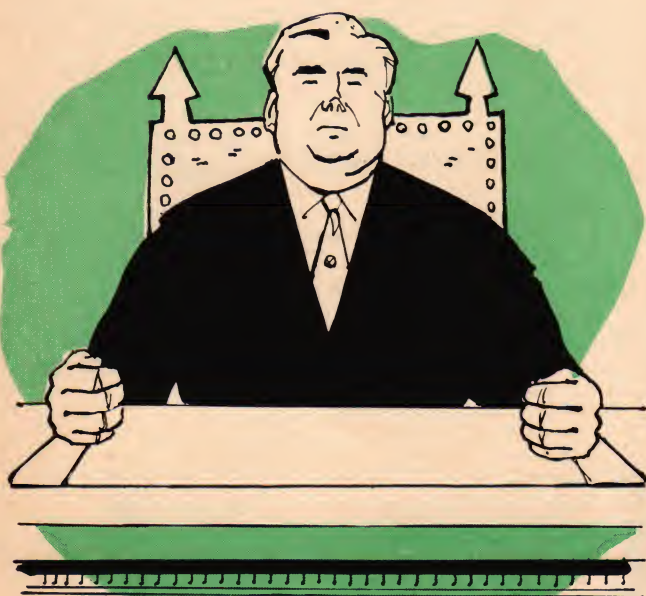
The Secretary has the additional discretionary power to revoke the simplified forms of any labor organization or employer if he determines, after investigation, that the purposes of the Act would be served thereby. Once again the Secretary of Labor is permitted a free wheeling and dealing operation, in which he can pick and choose which among 60,000 Local unions; 189 Internationals and hundreds of conferences and joint councils throughout America, shall file the simplified Form and which shall file the detailed Form. In addition to this, he will have the responsibility of picking and choosing from among thousands of employers and labor union consultants as to their reporting and disclosure form requirements.

In order to accomplish even a small portion of this vast responsibility, The Secretary of Labor will have to delegate his unlimited power to a staff of thousands of investigators, lawyers, accountants, hearing officers, etc., who will be operating without restrictions either in terms of procedure or of standards to guide their judgments.

**The Secretary may also exercise discretionary power in determining whether or not he should conduct an investigation in connection with a possible violation of the Act. Here again the Secretary may use his power for political purposes.**

Suppose the Administration decides to make a certain union a target. A large part of the investigatory force of the Secretary's office may be concentrated on a particular union in an endless process of harassment, hearings, subpoenaing of records, public disclosures, with attendant newspaper headlines. Yet a corrupt and powerful union, friendly to the Administration in power, may escape investigation completely. There is need for standards whereby the Secretary would be required to investigate, upon receiving a complaint from any person.

The Secretary also has power to pick and choose with reference to the publication of information derived from such investigations, hearings, and reports filed with the Secretary of Labor. The Secretary has discretionary authority to determine whether or not a local union had adequate procedure for removal of an elected officer. If he finds that it is inadequate, then he has the power to



*Labor Czar*

promulgate rules and regulations prescribing minimum standards for carrying out the provisions of the subsection (f).

Upon receiving a complaint from a member regarding the validity of an election, the Secretary of Labor has the sole power to determine whether or not a civil action against the labor union shall be filed to set aside the election and to conduct and to direct the conduct of an election under the supervision of the Secretary in the event that the Court holds a contested election invalid.

The Secretary has power to hold hearings and issue regulations in the following areas:

1. The Secretary may, by regulation, provide for the furnishing by the Department of Labor, copies of reports or other documents filed with the Secretary.
2. The Secretary shall by regulation make reasonable provisions for the inspection and examination of the request of any person of the information and data contained in any report or document on file.
3. The Secretary shall issue regulations prescribing the conditions under which a person keeps records and accounts, required by Sections 101 and 103 of the Act. This gives the Secretary great power. It doesn't provide that the regulations shall be uniform but permits the Secretary great latitude with reference to the records and accounts that a person must keep in order to "prepare and verify" the financial reports required by Sections 101 and 103. As has already been pointed out, this power could be used to impose elaborate bookkeeping systems which may be entirely unnecessary and impractical, if in the judgment of the Secretary it is deemed necessary.

### Trusteeships

The Secretary would have tremendous discretionary power in controlling the administration of a trusteeship by an International Union.

The Secretary shall have the following power over the filing of trusteeship reports:

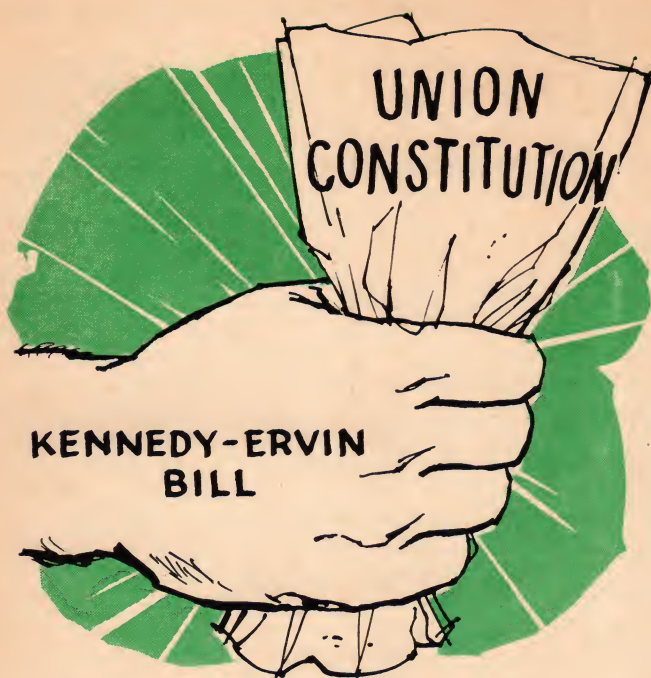
1. The Secretary may publish any information and data contained in the trusteeship.
2. He may issue regulations for releasing such data and information to any person requesting the information and data or any other document filed with the Secretary, pursuant to the reporting requirements of the Act.
3. The Secretary may require an International Union to furnish a copy of the report to any State Agency designated by law or by the Governor of the state in which such labor organization has its principal place of business, upon request of the Governor of such state.
4. The International may be required to comply with any conditions prescribed by the Secretary for the keeping and preserving of records and accounts of financial transactions during the period of trusteeship.

### Investigative Powers

Under the Kennedy Bill the Secretary of Labor shall have power to investigate, to conduct hearings, to institute suits in civil courts of competent jurisdiction, under the following circumstances:

1. Under Title I of the Act, dealing with reporting and disclosure, the Secretary may conduct an investigation to determine whether there has been a violation of any section of the Title. In this connection, Section 106, Subsection (c) directs the Secretary to investigate "any person or labor organization." The omission of "employer" who is also covered by this Title of the Act, proscribes the Secretary in investigating any employer violations of the Act. **The power of the Secretary "to proceed on probable cause . . . and to enter such places and to inspect such records and accounts as may be necessary to enable him to determine the facts"—is an unreasonable delegation of power since it fails to provide any standard whereby the individual may be protected from "unreasonable searches and seizures" in violation of the Fourth Amendment. It should also be noted that there are no provisions for procedural due process, in the holding of a hearing.** It provides that he shall make a full investigation and make a determination of facts relative thereto. It does not set up the machinery for the accomplishment of that end. Thus, the matter is left solely to the discretion of the Secretary of Labor as to the manner in which he may proceed.
2. He shall conduct an investigation if a person shall fail or refuse to file a report required by this Title I.
3. The Secretary shall proceed to investigate any alleged violation of the provisions of Title II, dealing with Trusteeships, upon the written complaint of any member or subordinate body of a labor organization, alleging that such organization has violated the trusteeship provisions of the Act.
4. The Secretary shall have power to bring a civil action in a District Court of the United States to prevent and restrain any alleged violations of the Trusteeship provisions of the Act.
5. Section 302 (b) authorizes the Secretary to conduct investigation upon complaint of any violation of the election provisions of the Act and if he finds probable cause to believe that a violation of this Act has occurred, and has not been remedied, he is





*Union Constitutions Destroyed*

required to bring a civil suit against the labor organization in the District Court of the United States for the purpose of setting aside any invalid election. There are no provisions in the section of the Act requiring the Secretary to hold hearings, give adequate notice, or to conform in any respect with the due process requirements of the Administrative Standards Act or of the Constitution.

### **"Labor Courts"**

The comparable sections in the Administration Bill, Sections 408 and 409 provide for the establishment of Uniform Procedure Examining Boards who shall have the power to conduct inquiries and hold hearings anywhere in the United States. The Administration's Bill also provides that the Secretary of Labor may call upon branches of the federal, state and local government to act as his representative in the conduct of hearings, pursuant to the sections of this Act. It is sufficient to note at this time, the drafters of that Bill contemplated a vast network of "labor courts," or "courts of inquisition."

While the Kennedy Bill does not make any specific provisions for such courts, it will become necessary for the Secretary of Labor to establish a federal network of labor courts for the purpose of conducting investigations and hearings pursuant to sections of this Act.

Section 503 of the Act provides the Secretary of Labor with powerful subpoena powers in conjunction with such investigations or hearings. The powers of the Federal Trade Commission Act of September 16, 1914, are made applicable to this section of the Act. This gives the Secretary of Labor a power to compel witnesses to attend hearings, produce books, papers and documents, and to testify or produce information which may be incriminating with an immunity proviso relating to such information or testimony.

Section 106 (c) also empowers the Secretary to pre-

scribe rules and regulations which may implement the provisions of the Act.

The only limitation on the Secretary's power to promulgate rules and regulations in implementation of the Act is whether he deems such regulations necessary or proper to aid in the enforcement of the provisions. Willful violation or failure to comply with the rules or regulations issued by the Secretary shall result in fine of not more than \$10,000 or imprisonment for not more than one year or both.

It is unusual to impose criminal sanctions for violations of administrative regulations. Such powers have been delegated during times of war; however, the wisdom of establishing such sanctions during peacetime is highly questionable. In fact, labor has been singled out here for special treatment apart from other groups in our society.

Without any legislative standards to guide the conduct of the Secretary of Labor, factors controlling his decisions are left entirely to his whim or caprice. It is elementary in constitutional law that when executive officers are charged with the administration of statutes, the legislature must prescribe a policy, standard or rule for their guidance and must not vest them with arbitrary or uncontrolled discretion with respect to the matters or persons involved.

### **Class Legislation**

The scope of the proposed bills is very comprehensive in coverage insofar as labor organizations are concerned, but amazingly limited in scope as regards management. These bills single out union officers and union employees as a class apart from other citizens.

1. Only Union officers and employees are required to file a conflict of interest report. While we have no objection to such reports, provided that no constitutional rights are abrogated in the disclosure requirements in terms of self-incrimination, officers of corporations should be required to file comparable reports. In fact, the conflicts of interest of corporate officers are much greater, involving larger sums of money and vaster interests in which "self-dealing" takes place than in the case of Union officers. While two wrongs do not make a right, let's not approach this problem with a double standard. Corruption is not a "labor-management problem." It is a problem of our society. Let's not impose extremely burdensome requirements in a "national fishing expedition" in order to catch a few sardines in the labor movement, and over-look the fertile areas for regulation of conflict of interests.
2. These bills require Unions to report all salaries and expenses of its officers and employees over \$7,000 in the Kennedy Bill, and over \$10,000 in the Administration and McClellan Bills. There are no similar requirements imposed on management, with reference to the reporting of salaries and expenses of corporate officers. Even Senator Kennedy in his exchange with the representative of the NAM at the recent Senate Labor Committee hearings on these bills, made this observation: "I would dislike, and I am sure you would, having to make a public report of all your salaries and expenses, allowances and what not over \$7,000, yet that is something we are asking every labor leader in the U. S. to do. . . . As you know, the use of the expense account would be



### Interference

quite embarrassing if we required the employer to do that, and make public record reports on everything over \$7,000."

3. The Administration and McClellan Bills include the AFL-CIO and its state and local bodies but exclude the N.A.M., the U.S. Chamber of Commerce and their state and local counterparts from the coverage of the act. This is a "double standard" with a vengeance, and certainly an "unbalancing" requirement in terms of one side "revealing its innards" and not the other.

### One-Sided Disclosure

If the public disclosure of internal operations and financial practices of labor organizations is good for the membership and the public, the same policy considerations require similar disclosure of the internal affairs and operations of corporations to their stockholders and the public.

When such counterbalancing disclosure was originally proposed in the Health and Welfare Plan Disclosure Act, S. 2888, the National Association of Manufacturers stated, among other reasons, in opposition to the bill:

"Here is a 'look at the books' with the authority of Federal government behind it. With such an instrumentality, union negotiators would come to the bargaining table with an *unbalancing advantage*."

All these bills give management "an unbalancing advantage" and a "look at the books" with the authority of the federal government behind it. The argument for comparable regulation of the internal affairs of business is not one concerned with justice alone. It is also concerned with the practical problem of maintaining an equality of bargaining power between labor and management. We should require management to reveal its "trade secrets" in its negotiations with labor or we should refrain from impos-

ing such an obligation on labor in its dealings with management.

A labor union may wish to go into "full executive session" with a committee of its Local Union, prior to going into negotiations with the employer. However, what value is an executive session, if all the records, documents, etc. of the Local Union can be made public by government agents or by an attorney representing a member of the union, who in some instances, may be a "plant" of the employer.

All records, including "actions taken in a general membership meeting, any meeting of the board of directors . . . and in the case of the international labor organization, of all votes taken at any such meeting or in any convention" may be obtained. This would enable a single dissident member, or maybe a "plant" of an employer, to reveal the inner workings of the union through an inspection by his representative, who may be the company attorney, seeking information at a crucial time—such as in strike situations, organizing drives, contract negotiations.

Visualize the situation conversely. If the stockholder of a competing company buys one share of his competitor's stock, and on the basis of this calls for a complete audit of the books, records, minutes, etc. of the corporation, a concerted drive to secure "trade secrets" may endanger the existence of the competitor and the corporation. While it is not being suggested that the secretary of Commerce be given comparable powers over corporations, or that minority stockholders be given comparable power, it is eminently unfair to permit "outsiders" to wield such "life and death" powers over unions.

All three bills make embezzlement by a union officer or employee a federal crime without imposing similar requirements on business. The Kennedy Bill extends it to other non-profit making organizations, including churches, medical societies, educational institutions, etc. This would place the FBI into the area of minor misappropriation of funds in every voluntary association in America. A federal embezzlement statute should be limited to areas in interstate commerce, and should cover all groups, not only labor.

All three bills impose reporting requirements on employer and labor union consultants for the purpose of disclosing employer activity in violation of employees' rights to organize and select representatives of their own choosing. However, the Kennedy bill takes away with one hand that which it gives with another. The Administration Bill gives nothing, and therefore, can't take it away.

The Kennedy Bill requires detailed reporting of expenditures by employers and labor union consultants in conjunction with the aforementioned activities in violation of Section 7 of Taft-Hartley. However, these requirements are negated by convenient escape clauses, which exempt an employer or labor union consultant from reporting if 1) the activities are in conjunction with an administrative, arbitral or judicial proceeding; or 2) if the money were spent for wage adjustments—a well known technique of counteracting an organization drive—or through a company newspaper or other regular form of communication; or 3) if the expenditures were made directly to officers or employees of the Company. Under the Barden Bill, an employer is exempt if he retains an attorney to represent him in the proscribed activity.

**NEXT MONTH: A Study of Proposed Taft-Hartley Amendments**

## Mob Violence Flares in South; Organizer Brutally Assaulted

(EDITOR'S NOTE: The following article about a brutal, unprovoked attack on a union organizer by a North Carolina mob was partly prepared by Press Associates.)

It was early in the morning, between 7 and 8 a. m., when Robert Beame, a representative of the American Federation of Hosiery Workers, heard a knock on his door at the Towne Motel in Franklin, N. C.

He had come to Franklin to pick up authorization cards signed by workers at the Franklin Hosiery Mill, a subsidiary of Burlington Mills, who sought AFHW representation.

"Mr. Beame, we would like to see you," a voice called out.

Beame opened the door to see who it was. Four men forced their way in. They grabbed the 215-pound unionist, threw him into a chair. Some of them held him while others beat him about the head, face and body until he was knocked to the floor.

Then they picked him up and threw him into the chair again, warning:

"You son-of-a——, you are going to leave town."

Beame asked permission to get dressed and they told him they would dress him. While some of them put on his pants, shoes and shirt, one of the men held him while they kept beating him.

As Beame came out of the motel room he noticed three or four other cars that were pulled up in front, all loaded with men. Altogether there were some 35 to 40 men.

He was shoved into his car. They asked him where he wanted to go. He said to the Asheville highway. He was told he would be escorted there by cars in front and behind. Shortly after they started Beame realized he was not being led to the Asheville road, so he turned toward the city and sped to the city hall where he found a uniformed policeman.

Beame asked the policeman for protection. The mob joined them. The officer would no nothing until he phoned the mayor. Beame requested, but was refused permission to talk either to the mayor or call the state police.

Finally, they went to the sheriff's office. The mob followed. The man on duty in the sheriff's office also refused to call the state police. All he



Hosiery workers organizer, Bob Beame, recovers in Chattanooga hospital from vicious attack charged by Beame to be employer-inspired.

would do was offer to take Beame to the city limits. The unionist got into his car and followed the county officer. The mob came along in force.

At the county line one of the mob cars passed them. The county officer motioned Beame on. The unionist refused. He told the officer that he

would not go across the state line to Georgia as long as a car full of men were waiting to pounce upon him.

The officer told the four men who had beaten Beame and who were directly behind his car, to go and bring the "boys" back. They did.

Upon the return of the cars from the Georgia side of the line the county officer waved Beame on. Beame then took off, driving at a moderate rate of speed at first but when he saw the cars of the mob crossing the state line and chasing him he accelerated and drove at high speed.

When he reached Dahlonega, Ga. he telephoned Albert Benet, vice president of the AFHW, who planned to meet him in Dalton, Ga. the next morning.

Later Beame was taken to a Chattanooga, Tenn., hospital where he was listed in fair condition. He is suffering from head, body and face lacerations, a damaged kidney, abnormally high blood pressure and undetermined other injuries.

Missing from Beame's ransacked car are the authorization cards and other key material for the organizing drive.

Denials are being made everywhere.

In Franklin, Sheriff Harry Thomas said, "I don't know of any disturbance—only of what I've heard." He said he was at home at the time.

Governor Luther Hodges of North Carolina, FBI Director J. Edgar Hoover and the McClellan Committee have been asked to move against this brazen act of violence on the person of a union organizer.

What will the union-busting Senator from Arkansas do about this violence—probably nothing.

### Beame Gets Cold Shoulder From McClellan Committee

After recently being released from the hospital, Beame came to Washington, D. C. to ask the McClellan Committee to probe the incident. He talked to Kenneth O'Donnell, administrative assistant to Robert Kennedy, the Committee's chief counsel.

Beame said he received what amounted to a "cold shoulder" from O'Donnell. Later he told reporters: "Why, you're asking me more questions than the McClellan Committee did. A juke box racketeer can get attention from the committee, but I can't."

Beame charged that mill management actually recruited the mob which assaulted him. "Mill supervisors talked some workers into taking double shifts so that others could join the mob," he said.

Beame asserted that it wasn't so much the beating that concerned him, but the fact that workers were denied the right to union organization and that law enforcement officers apparently were working with the mob.

### Baltimore Teamsters Support New Hospital



Teamster and AFL-CIO officials in Baltimore, Md., are shown above in planning session for active participation in fund-raising campaign for a new \$8,000,000 community hospital in eastern Baltimore County. Labor Advisory Committee includes Clifford Kohne, second from right, secretary of Joint Council No. 62.

Teamsters Joint Council 62 has joined the Baltimore Council of AFL-CIO unions in endorsing a program aimed at the construction of a new \$8,000,000 community hospital in Baltimore's eastern county area.

Clifford Kohne, secretary-treasurer of Joint Council 62 is a member of a Labor Advisory Committee headed by Edward Johns, president of the Maryland AFL-CIO Council.

"Our committee has been meeting weekly with hospital officials concerning a planned \$7,500,000 fund-raising campaign in which labor will actively participate," Kohne said. "We expect that the drive will be augmented by a \$500,000 federal grant."

Other Teamster officers who are members of the Labor Advisory Committee include George Willinger, president of Joint Council 62; Henry Twitchin, president of Local 303; Oscar L. Seiland, secretary of Local 426; Joseph Townsley, business representative for Local 937; and Leroy Griffin, president of Local 426.

The new hospital will have no wards and each room will be equipped with its own toilet and bathing facilities, push button dumbwaiters, electronic signaling and "inter-com" systems.

The Teamsters and the AFL-CIO here have pledged both moral and financial support to the fund-raising campaign.

### George Sebestyen Wins New Conference Office

George S. Sebestyen, secretary-treasurer of Teamsters' Sales Drivers and Helpers Local 274 in Phoenix, Arizona, and president of Joint Council 71, has been named director of the Western States Dairy Council. The appointment is effective immediately and Sebestyen's headquarters will be in the Western Conference offices in San Francisco.



Sebestyen

John I. Silva, secretary-treasurer of the Dairy and Creamery Employees Local 304 of San Jose, California was named secretary-treasurer of the Council.

Sebestyen is a veteran of more than 20 years in the Teamsters' Union and has been president of the Arizona Joint Council since 1948. He also has served as secretary-treasurer of the Phoenix Central Labor Council and taken an active part in civic activities in the Arizona city. Before entering the service during World War II Sebestyen served as chairman of the Phoenix Rationing Board. In later years he served on the board of directors of the city's United Fund and was a member of the Heart, Mental Health and Community Council. He also served on the city of Phoenix's Bond Advisory Commission and the Phoenix College Teacher Study Commission.

### Local 764 Honors 'Driver of Year'



Pennsylvania's "Driver of the Year" is J. Earl Carman, a member of Local 764. In the photo above Governor David L. Lawrence, second from right, presents plaque to Carman. Others in picture are, from left, Victor Kahley, president of Pennsylvania Motor Truck Association; Carman, O. D. Shipley, Bureau of Highway Safety; Governor Lawrence and Herbert Bright, president, Local 764.

### Chicago Local Posts Classes

A series of classes on the "The Steward's Role in the Union" were started this month in Chicago by Local 743 in cooperation with the University of Illinois Institute of Labor and Industrial Relations and the Division of University Extension.

The classes, which began March 17 are offered to Local 743 members employed at Montgomery Ward and other firms under contract to the Chicago Teamster union. Discussions will deal with the history of the labor movement in addition to such topics as "The Job and the Steward," "What is a Grievance," "Human Relations Factors in Grievance Handling" and other studies.

# 'OPERATION RELOCATE'

## *Teamsters Aid St. Louis Tornado Victims*

**A**T 1:30 a.m. on the morning of February 10, the city of St. Louis, Missouri, slept peacefully near the banks of the "Big Muddy" not knowing that nature had begun a 30-minute count-down toward disaster. Shortly after 2 a.m., great reddish flashes of lightning bombarded the skies over St. Louis—and then the tornado struck.

Three minutes later 20 people were dead. Over 300 were injured. The twister, accompanied by 65-mile per hour winds laid a path of death and destruction 15 blocks long and eight blocks wide. Houses were torn from their foundations and hurled into other dwellings with the force of a run-away freight train. Uprooted trees, stones, huge pieces of metal and whole billboards tore through city streets like drunken giants, smashing to bits everything in their path.

Hardly had the first cries of the trapped and injured reached the ears of a shocked city than rescue workers, Civil Defense personnel, firemen, police and utility workers were ripping aside wreckage and rescuing tornado victims from beneath collapsed walls, twisted wood and steel girders.

Hours later, when the nightmare was past, St. Louis began to dig out—and Teamster members were right there with their trucks to help out.

Under the direction of Joint Council 13, drivers and helpers with the cooperation of many of Missouri's

leading freight carriers, began the sad task of responding to the needs of more than 3,000 families left homeless by the raging twister.

Teamsters and their trucks moved salvaged household items from devastated dwellings to new quarters as

Scenes of destruction like this were commonplace in the afterglow of the tornado which struck St. Louis, Missouri, in the early morning hours of Feb. 10. John Reiter, left, a member of Local 600 and James Adkins of Local 610, view storm damage.



## Operation Relocate



"It was all so terrible," said Marie Clark, shown here with Teamster drivers Howard Bohanan and Oscar Terry loading possessions which escaped damage. Three local moving and storage firms, Sloan's, Reid's and Spencer's, donated the trucks to relocate Clark family.

quickly as the Red Cross could find places in which tornado victims could relocate.

Over two dozen members of Local

610 participated in "Operation Relocate."

Less than a week after the disaster, several hundred families were moved

from the scene of ruin and rubble to temporary and permanent relocations.

Many times during "Operation Relocate" Teamster movers were faced with what often appeared to be impossible jobs. A davenport might dangle from the third floor of an all-but-destroyed building, a TV set on the same floor might be visible from the ground and all entrances to the dwelling would be piled high with debris. But come what may, Teamster experience paid off and where safety conditions permitted, much of the storm victim's furnishings were salvaged.

### Teamsters Respond

Said Harold J. Gibbons, Executive Assistant to President Hoffa and President of Joint Council 13: "Here again we have another dramatic example of Teamster members responding to their community's welfare when the need was the greatest. Teamsters in St. Louis thank God that the tragedy was not as wide-spread and the loss of life not as great as the fury of the tornado first indicated."

### Seattle Teamster 'Lays Down Reins'

After 47 years as an ice driver, Herbert F. Getchell, now 67, has hung up his tongs in favor of retirement.

A charter member of Local 192 in Seattle, Wash., Getchell vividly recalls the struggles of union organization in the Northwest in the early 1900's. He began his career as an ice driver in 1910, joining Local 192 in 1911.

"In those days," he explained, "my run started at two in the morning and often wound up after the sun went down." His customers were saloon keepers and meat market operators.

During the first World War he served in the 1st Infantry Division. Captain of his company was Kermitt Roosevelt, the great "Teddy's" son. Fighting in all major engagements, he was wounded in the Argonne Forest on November 10, 1918, just one day before the Armistice.

In all of his 47 years of driving both a horse and wagon and motor trucks, illness has kept him off the job less than a week.

"I'm as sound as a dollar," says Getchell. "You have to be when you have three grandchildren."

### Hoffa Visits Baltimore Local



On a recent visit with rank-and-file Teamster membership in Baltimore, Maryland, General President James R. Hoffa congratulates John McDonald, a member of Local 622 who is 71 years young and plans to retire soon. McDonald has been a union shop steward at General Baking Company for 17 years.

## Mid-Winter Meeting

# Western Conference Maps Policy

**T**HE Western Conference of Teamsters under the chairmanship of Vice President Einar O. Mohn has taken a firm stand against efforts by outside forces to undermine and destroy the Teamsters in the West.

At a mid-winter meeting of the Conference's Executive Board and Policy Committee in Monterey, California, Vice President Mohn served warning on those forces that attempt to disrupt the Teamsters' organization in the 11 Western States. "Such an attempt will be met with appropriate action from every union official in the Conference," he said.

Lawrence Steinberg, Personal Representative for President Hoffa, attended the Western session carrying good wishes and full support from the General President.

"Outside forces," Steinberg told Conference leaders, "will neither deter the Teamsters in seeking their goals nor bring about the destruction of the union providing the Teamsters settle internal difficulties among themselves and then unite in a common effort to resist those intent upon destroying us."

He said that "this union cannot be destroyed from without. As long as

we band together and work toward our common aims we cannot be hurt. But we must settle whatever personal differences we have within the family. I pledge to you, on behalf of President Hoffa, that you can call on us for any assistance needed to help you to work and pull together."

Other actions taken by the Conference's Executive Board and Policy Committee included:

1. A reshuffling of Conference organizers, giving each one specific responsibilities and areas of operation.

2. Applauded reports made by trade division heads which showed great progress concerning current activities within the divisions.

3. Invited Joint Council 90 to send a representative to future meetings of the Policy Committee. The same invitation was extended to Teamsters in the new State of Alaska.

4. Discussed the various health and welfare and pension programs now in force throughout the Western States and named a five-man committee to study such plans. In connection with this program, the Conference named a nationally-known actuary to make a comprehensive actuarial study of the

organization's existing programs. (Chairman Mohn said that both study groups were named to make certain that "our people are getting the best possible programming for the least cost.")

5. The Board authorized a study of the national Fair Labor Standards Act, commenting that many provisions in the Act have become obsolete since its enactment 21 years ago. In proposing the study, Western Cannery Council spokesmen pointed out that some 20,000,000 men and women, including cannery workers—thousands of whom belong to Teamsters unions, are exempt from the Act and thereby denied certain provisions and benefits which go to those employed in other industries.

Vice President Mohn's quarterly report to the Conference's Executive Board and Policy Committee covered organizational and other accomplishments of the past six months.

"We can fairly say that our progress here in the 11 Western States during the past six months has been encouraging and that the general affairs of the Western Conference are in good order," Mohn said.



Vice President Einar O. Mohn, President of the Western Conference, standing, opens Conference Policy Committee session which saw firm stand taken by Western Teamster leaders against attacks made against the IBT. At left is Lawrence Steinberg, Personal Representative for President Hoffa, who

addressed Southern California meeting. From left in photo are Steinberg, Vice President Mohn, William Franklin, Conference Secretary and director; Harold Lopez, Conference Recording Secretary; and Robert Graham, International Organizer and assistant to the Western Conference Chairman.

# GARNISHMENT

## AN EVIL WE MUST FIGHT



**A** DOLLAR down and a dollar a week."

The hook on the end of that line has snagged countless thousands of working people, who—once caught—can only watch helplessly as their earnings are bled from them.

The "easy credit" hucksters, who promise something for almost nothing, operate in the shadow zone between law and lawlessness, but actually depend on garnishment laws to make possible their ruthless exploitation of wage-earners. These gutter-style "businessmen" operate almost everywhere, but they strike hardest where garnishment laws are weak and flabby.

A pamphlet prepared by Daniel R. Fusfeld of the faculty of the Labor and Industrial Relations Center of Michigan State University carries some warnings on "Don't Be Garnisheed."

"In any large American city," Fusfeld's report says, "there is a small group of business firms that preys without conscience upon wage earners. This underworld of the business community uses techniques that vary from the unethical use of 'easy credit' to the classic swindles that are just within the law."

The study points out that the "sharpies" depend heavily on the average worker's lack of knowledge of

business practices and his basic fear or distrust of the courts and lawyers.

"They are able to operate because of the indifference of courts and public officials and the resistance of legit-

### New Credit Unions Endorsed by Board

Realizing that the establishment of credit unions in Teamster organizations throughout the country would do much to curb the evils of garnishment often suffered by members of the union at the hands of business firms employing unethical use of "easy credit," the General Executive Board unanimously adopted the following resolution during its recent Miami meeting:

*Resolved*, That the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers Union, go on record as approving the organization of Credit Unions to serve the financial needs of our members, and that local committees be appointed to proceed with the details of organization in locals where no Credit Union exists; and be it further

*Resolved*, That any local wanting assistance in getting a Credit Union organized contact the Organization Department of the Credit Union National Association, 1617 Sherman Avenue, Madison, Wisconsin, who will provide assistance without cost or obligation.

imate business firms and business associations to remedial action," Fusfeld's report charges.

"The basic way the shady business firm operates is to use high pressure salesmanship to obligate a worker for debts beyond his ability to pay and then to collect by garnishment of wages. In effect, the courts become a collection agency for questionable business practices."

On the other hand, the worker himself is sometimes at fault. He may buy on the spur of the moment things he cannot afford. He may buy with no intention of paying. In some instances layoffs or illness cause debts to pile up and the worker may find his first pay check garnisheed by creditors who refuse to wait.

But behind the overwhelming number of garnishment cases are unethical, immoral and just-barely-legal business practices.

Here are some of the sharp business gimmicks workers should watch for:

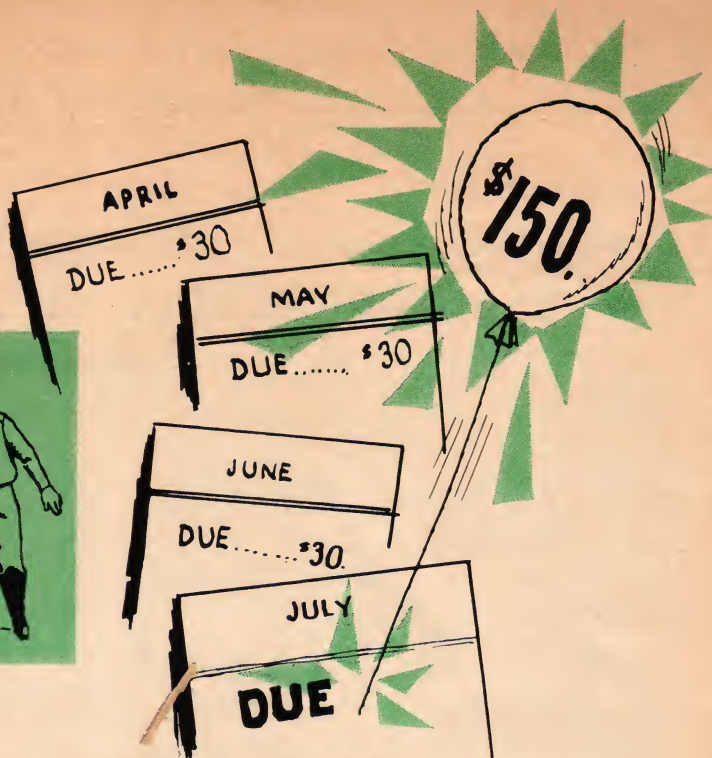
**THE BALLOON NOTE.** This involves a series of small payments, followed by a large final payment. The unethical firm will not tell you about the last "balloon" payment. If you can't meet it, the firm will probably offer to refinance the purchase, with more financing charges, of course. Often there will be another balloon note at the end of the new financing

arrangement. If you refuse to pay because you have been swindled your wages can be garnished.

**THE "ADD-ON."** It works this way: Suppose you buy furniture by installments. Before it is fully paid for, you are allowed—in fact, "invited"—to buy something else—a refrigerator, a washing machine, etc. With the "add-on" contract, everything you have bought can be repossessed if you are unable to complete payment on the final item purchased. Maybe the furniture you bought had long since been paid for, but if you fail to meet payments on the refrigerator you "added on," both the furniture and refrigerator are reclaimed by the company.

**THE BLANK CONTRACT** This choice gimmick stresses the "low down payment" which is listed in the contract. The monthly installments, however, are left blank. You may think you agreed to pay only \$52 a month, but you might wind up being forced to pay \$92.

**DEFICIENCY JUDGMENTS.** Here's how this one hurts: Suppose a car is repossessed because the buyer cannot complete payments. The dealer sells it as a second-hand item. If he gets less for it than the original purchaser still owes, the dealer can



Beware of "balloon" notes

then get a court judgment for the difference. A shady operator can sell the item to a crony or a dummy company for a fraction of the real value, then obtain a judgment and proceed with garnishment against the purchaser's wages.

A worker hit with a garnishment order has suffered a severe blow.

But often that's only the beginning of his troubles.

His employer might fire him because he was garnished. Then he might be denied unemployment insurance benefits because he was discharged for "misconduct."

Obviously, a "dollar down and a dollar a week" can lead to complete disaster.

Local unions can help safeguard their members against these dangers by:

- providing contract protection against discharge because of garnishment.

- promoting credit unions that will provide loans for purchases at reasonable rates of interest.

- urging local and state political leaders to work for improved laws that would protect workers from exploitation by "underworld businessmen."



Watch out for fast-talking salesmen.

### IBT Credit Unions

There are 53 credit unions throughout the United States operated by members of the Teamsters' Union, according to a recent report from Credit Union National Association.

Every Teamster credit union, points up CUNA, is an independent, non-profit corporation, entirely owned and controlled by Teamster members with government supervision.

## Driving Champion

# National Honors Bestowed On Teamster Father of 10



Having a champion in the family is the reason for the proud smiles in the Leo Ford household. From left, kneeling, are Charles and Mickey Ford; sitting are Eddie, Kathy, Mary Ellen, Gay, Mrs. Ford, Karen, Ford, Wallace, Kevin and Billy Earl. Ford won straight-truck championship during ATA's National "Rodeo."

Leo Wallace Ford, a member of Local 391 from Durham, N. C., has an even dozen reasons for being one of the proudest Teamster members in the nation. His charming wife and 10 children make up 11 reasons. His recent capture of the National Championship in the straight-truck division of ATA's National Rodeo is the 12th.

Besides winning in the straight-truck division, Ford was selected by the American Trucking Association as "Gentleman of the Highway," the Association's top professional driving award, which carries with it the coveted Charles Morgan, Jr. Memorial Trophy.

### High Score

Because of his near-record score during the recent Florida competition of 377.8 points out of a possible 400, he won still another trophy from Bendix-Westinghouse.

The modest 40-year old Teamster driver was near tears when told of his selection for the Morgan award.

"I was astonished," he said. "I really felt unworthy. I was honored just being considered for the award."

The Morgan Memorial trophy is given to the man whose safe driving

record, attitude, ability, social adjustment, emotional control, knowledge, ambition, conduct, personality and all around Rodeo performance are



Surrounded by trophies won during "Rodeo" competition in Miami, Fla., is Leo Wallace Ford, a member of Teamster Local 391, Durham, N. C.

judged best during the annual competition.

"I will do everything I can to live up to the standards I know these awards stand for," Ford said. "That's all a man can do."

The Teamster champion has driven for 14 years without a chargeable accident. He is an employee for Pilot Freight Carriers, Inc., and the father of 10 children ranging in ages from four months to 20 years. He resides with his family in a modest home at 325 N. Mangum Street in Durham and is a deacon and an adult Sunday school teacher at Riverside Baptist Church.

## Steward's Wife Is 'Queen for a Day'

Mrs. Magloire C. Potvin, wife of a Teamster steward in Local 299, Detroit, was chosen "Queen for a Day" on the nationally-televised show of that name recently.

Mrs. Potvin wanted an extra porch room built on their home so she and her husband could adopt a third child. She got her wish. The Potvins have two adopted children, both partly handicapped, and board two other youngsters.

Mr. Potvin has been employed for more than 16 years as a driver for the Courier Express Co. in Detroit.

## Driving Records

WASHINGTON, D. C.—The safe driving records of professional truck drivers, like those competing each year in the National Truck Rodeo, are impressive. In 1957 the four rodeo champions' combined driving records showed more than 1 million miles driven without an accident of any kind.

## Thanks IBT

A three-month strike against the International Nickel Co. in Sudbury, Ontario, by the Mine and Smelter Workers has been won.

Union President John Clark, in a letter to President Hoffa, thanked him for Teamster aid in the strike and declared that "our victory was due in no small measure to the splendid support we received from the labor movement."

# WHAT'S NEW?

## Overhead Doors Designed For Trucks and Trailers

An Illinois firm is now marketing overhead doors for trucks and trailer that permit complete access to the loading space from the side of the unit. Designed for all types of units, from light delivery trucks to over-the-road trailers, the models are also made for straight-body trucks with two doors to a side for bottler service. High strength, low cost and minimum maintenance are claimed for these overhead doors. Another convenient feature is that the truck can be parked against the loading dock before the doors are opened. Pallet loading is made easier by these overhead doors which have ball-bearing rollers, heavy-gauge steel tracks, torsion spring counterbalance and weather-proof joints between door sections.

## Air Filter Signal Warns of Clogging

The trouble and danger of clogged air filters can be eliminated by mounting a new air filter signal being produced in Pittsburgh. The signal, which is equipped with lugs for easy mounting at the filter or on the dashboard, warns when dirt has clogged a wet or dry air filter to the extent that insufficient air is passing through. As dirt accumulates in the filter, a bright red warning signal rises gradually in the indicator's viewing window. When the filter has been serviced, the signal may be returned to its low position by depressing the reset button.

## Match Auto Colors With Factory Accuracy

A color mixing service is being offered by a Detroit concern for the new acrylic lacquer automotive finishes used on the '59 models of cars. This mixing service permits duplication of colors with factory accuracy from a small stock of base tinting colors, says the maker.

## Mud and Snow Tire Adapted for Trucks

An Akron firm has adapted its snow and mud passenger car tire for use on light trucks and buses. Featuring slotted ribs and deep shoulder lugs on a wide, flat tread, the tire is designed for self-cleaning to prevent mud and snow from packing between the shoulder lugs. The

tire is offered in three sizes: 7.50-20, 8.25-20 and 9.00-20.

## Fir Flooring is Moisture Resistant

From the Douglas fir country of Oregon comes a line of laminated Douglas fir floors, vertically grained, for truck and trailer use. Available in standard panels of 30 to 34 inches wide and lengths of 10 to 20 feet, the thicknesses vary from 11/16 inch to 1 5/8 inches. Sections are tongue and grooved for specified width and may be rabbeted if desired. Treated by a special process to resist moisture absorption, the decks will not warp or cup, says the manufacturer. Six sections can be installed in a 35-foot flatbed trailer in less than three hours.

## Charcoal Heater



This heater was especially designed to protect perishable goods such as flowers, vegetables, potatoes, beer, ginger ale and other fluids as well as eggs and plants from frost damage while in transit on trucks, trailers and cars during cold weather.

Described as superior to the common salamander, it can be used for drying plaster, paint, paper, tobacco and cement, heating duck blinds or boats and is used wherever portable heat is desired. Hot Coffee or soup can be served from it. One filling with charcoal briquets gives all day service.

## Chicago Firm Markets "Dick Tracy" Radio

Out of the comic pages comes a two-way pocket radio from a Chicago manufacturer, a pocket-sized receiver and transmitter. Easily incorporated into existing systems in the 25-54 and 144-174 mc bands to link a man on foot with the system, the units use mercury or nickel-cadmium batteries, are light in weight and compactly designed. Test units have operated successfully within a 10-mile range in a city.

## Windshield De-Icer Flexible, Convenient

Flexibility and convenience are stand-out features of a six-ounce aerosol can, said to prevent ice from forming for up

to four days per application. Safe on rubber, lacquer, paint and enamel, it can also be used to thaw frozen locks and windows. The manufacturer further states that his product will not gum up the windshield and can be washed and wiped clean.

## Offer New Hydraulic King Pin Remover

Designed especially for heavy-duty trucks, buses and off-highway equipment is a new hydraulic king pin remover from Michigan, said to remove tapered or straight king pins quickly. It has a 30-ton rating and the hydraulic ram, powered by a 1,000 psi hydraulic pump with built-in overhead valve and safety gauge, has a 2 1/2-inch travel. The brake drum need not be removed with this new unit and the hydraulic ram and pump are detachable and can be used as a portable power unit in the shop.

## Easy Installation of Auto Air-Conditioner

A Cleveland firm is marketing a compact air-conditioning system which is installed under the dashboard of almost all makes of cars. It has a plastic front panel and full-range air volume control which automatically keeps the car at the desired temperature. The air-conditioning compressor has the magnetotype drive used on most automotive air-conditioning systems today. Air-conditioner is available to the automotive aftermarket and is said to be easily installed in almost all cars.

## Collapsible Cargo Container Offered

A versatile and convenient cargo container is being offered by a company in Pennsylvania. It is a fully collapsible wire mesh cage weighing only 82 pounds. Made of welded wire mesh, it has a capacity of 1,000 pounds and is adaptable for truck and air freight shipments. Dimensions are 28 inches wide by 36 inches long by 24 inches high and the unit features sled-type runners and a welded wire deck. It can be used to handle materials which are often packed in barrels or wooden or paper boxes.

## Heated Mirror De-Ices, De-Fogs at 60 Below

Electrically-heated glass in a new West Coast-type mirror removes ice in three minutes at zero degrees and keeps mirrors clear even at 60 degrees below zero. Both frost and condensation from fog and drizzle are also prevented by the unit. Heating element is an electrically-conductive coating permanently fired onto the back of the glass panel. A high-low-off switch on the dashboard controls the heating rate.



## LAUGH LOAD

### A Word to the Wise

A sweet young thing strolled along the perfume counter, looking at the various perfumes, doubtful which to take. Finally she settled on a widely advertised brand guaranteed to bring out the mal in the male.

An experienced salesgirl leaned over the counter and whispered to the customer: "If I may, let me give you a word of advice, please don't use this if you are bluffing."



### Take a Joke

The first woman had to take a rib from a man—and women have been taking ribs from men ever since.



### Exclusive

The distinguished group on the dais waited breathlessly as the donation given by the town's greatest benefactress was unveiled.

It was a large, magnificently sculptured bird bath, to be placed in the center of the public park. The group all drew in closer to read the inscription beautifully chiseled around the edge.

"This bath," it read, "is not to be used by sparrows."



### Carrying the Torch

"And when you awoke to find your wife pouring kerosene over you," the judge inquired, "what did you think she intended doing to you?"

"I'm afraid, your honor," the husband ruefully replied, "that she was trying to make a fuel of me."



Fred: "There goes a case of love at second sight."

Frank: "Elucidate."

Fred: "The first time he saw her he didn't know she had money."

The X-change

### To Be Expected

Postmaster Hollis Henrichs, Cordova, Alaska, along with many other PMs during the war years was unable to get male help, resulting in the postmaster "long-shoring" in the back most of the day. He was fortunate in having a charming young sub who could type so he indoctrinated her in his style of letter-writing—brief, courteous and pertinent—and then left her to handle a great deal of the routine correspondence. How well he trained her is exemplified in a letter she prepared for his signature:

"Your parcel marked "PERISHABLE" from Mrs. . . . . ., of . . . . ., has perished. With sincere regrets (signed) Postmaster."

Postmaster Henrichs signed the letter without comment.



### A Spade a Spade

Adam and Eve were naming the animals. "I think I'll call that one a hippopotamus," Eve said.

"Why?" Adam asked.

"I don't know. I suppose it just looks more like a hippopotamus than any of the others."



### Agreeable

A man was having a "quiet discussion" with his wife as it was his wont each month when he tries to reconcile their joint checking account.

"You'll drive me to my grave," he said.

Within three minutes, she had the car out.



### Silent Role

"Dad, I've got my first part in a play," announced a prospective actor. "I act the part of a man who's been married for 20 years."

"That's not bad, son," replied the father. "If you're any good they might give you a speaking part in the next production."



### Ah! Freedom!

Arthur—So your new job makes you independent?

Albert—Absolutely. I get here any time I want before 8 and leave just when I please after 5.

### Bad Time Story

Two drunks got a room in a hotel. After much trouble they succeeded in getting into bed.

The first drunk said: "There's someone in my bed."

"There's someone in my bed too," said the second.

"Let's kick them out," suggested the first.

"O. K." said the second.

Both drunks began to kick and scuffle, and the first drunk kicked the second one out.

"Hooray!" said the first. "I kicked him out."

The second replied in a mournful tone: "I wasn't so lucky. The guy in my bed kicked me out."

"That's all right," said the first drunk, "you can come sleep with me."



### Innocent Bystander

Wife (whispering)—Wake up, John. There's a burglar going through your pockets.

Husband (uttering sleepily)—Leave me out of it. You two fight it out yourselves.



### Weighty Question

Lo: "What do you call a man who tries to pick you up in a car?"

Lita: "How big is the car?"

The Penrose Coed



### Wrong Schedule

Sunday school teacher: "Butch, who defeated the Philistines?"

Butch: "I dunno. If they don't play Notre Dame I don't keep track of them."

Brewster Blade



### A New Low

H. G. Wells once defined a highbrow as a "man who thinks he has found something more interesting than women."



### Asked for It

He was quarrelling with his wife and was getting the worst of it.

"You didn't have a rag on your back when I married you," he said, acidly.

"No," she retorted, "but I've plenty now."

# FIFTY YEARS AGO

## in Our Magazine



(From *Teamsters' Magazine*, March, 1909)

### Our Cause Is Your Cause

A TEAMSTER and a member of Local 96 gives some reasons why members of his trade should organize:

"Our organization is interested in getting a fair wage for our labor—to have decent conditions under which to work, and to help each other when misfortune overtakes us, when sickness or accident prevent the bread-winner from providing his family with what they absolutely need.

"Public sentiment has already agreed that our demands are right and perfectly legitimate; and that men have the right to organize for these purposes. Public sentiment will go further, and say that it is the duty of working men to mutually assist each other in this struggle. All public sentiment asks is, that working men go about the matter of securing these, . . . their inherent rights, in the right manner, with due regard for the rights of others, including the general public, at all times.

"This we are doing, and have done always as the Teamsters' Union. Our first purpose in life is not to strike, or tie up employers, or in any way interfere with the progress of another's business, or to discommode anyone, but to bring together the men of our craft, as that is the only way we can work together, with the necessary unity demanded by the interests of each and all.

"My unorganized fellow teamster, you need our organization, and we need you.

Now is your opportune time to put on the harness. Don't wait until necessity forces you into service. Be a volunteer. Our cause is your cause if you will but consider."

### President Tobin Attacked

GENERAL PRESIDENT DANIEL TOBIN was brutally assaulted during a visit to the headquarters of a New York City local union recently. Although the barbaric attack took place several weeks ago, no mention of it was made in last month's issue because our editors felt it better not to discuss the issue in public. However, the editors of our magazine decided to comment on the attack since the incident has already been given wide coverage in many of the nation's newspapers.

"This is not a pleasant subject and we would not discuss it were it not for the fact that the papers throughout the country have already published glaring accounts of the disgraceful affair.

"The assault on our General President was led by a business agent of a new New York local, who first struck the president over the head with a chair. During the attack, our General President had his glasses broken to pieces on his face and received a compound fracture of the nose and had several ribs injured.

"The President has, however, recovered partially and would have recovered entirely were it not for the fact that blood poisoning set in, which almost caused his death, and which made specialists in the city of Boston at one time give up all hopes.

"Our organization throughout the country has been made to suffer for this act of a few individuals, as the general public believes that the rank and file of our members all belong to this class, and they take it for granted no one is safe in the organization that has for members persons who would commit such a crime. The time has come when labor organizations must drive out men who are unfit for membership. The labor movement today has no room or place for thugs or for men who are dishonest in the movement."

### Drop in Strikes

THE industries of the United States suffered less from strikes during 1905 than in any other year since 1892, if the number of employees thrown out of work by strikes and the duration of the strikes be taken as a measure.

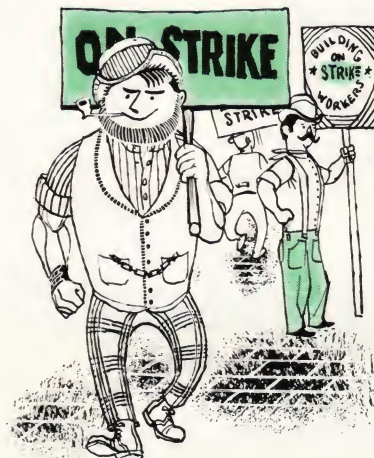
According to the 21st annual report of the Bureau of Labor of the Department of Commerce and Labor, in 1905 there were 221,686 employees thrown out of work by 2,077 strikes. Some 176,337 strikers in 8,299 establishments were involved with each strike lasting an average of 23 days.

Wages and hours and union organization were the major issues in a majority of the strikes. Union membership in 1905 stood at 1,918,000 while the total labor force was nearly 30 million (1900 census).

[By comparison, work stoppages in 1957 totaled 3,675 involving 1,450,000 workers. The total labor force in the U. S. stands at 60 million (1950 census). Major strike issues, however, still remain the same today as they did 50 years or more ago: wages and hours and union organization. Union membership today stands at 18.5 million.]

The greatest number of strikes in any one industry in 1905 was in construction.

The employees who struck succeeded oftener than they failed and employers were similarly successful in lockouts. Employees' 1905 box score: Won 48 per cent completely; 15 per cent partially.



**Delivering the  
goods...**



**TEAMSTER SERVICE**